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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITE

# bulletin

## Elections, policies settled at Council

Although there are three Council meetings a year, the spring meeting remains the annual general meeting of the Association. So, there are the necessary housekeeping functions to be done as well as the normal 'external' business of the Association to be attended to.

One of the first items on the agenda of the May meeting was to deal with the application for membership of the Association of Academic Staff of the University of Alberta. This was in fact a re-affiliation since AAS:UA was a long standing member of the Association until it withdrew three years ago. Since that time there have been many changes in the structure and function of CAUT and also an active dialogue with AAS:UA. John Bertie, the President of AAS:UA, attended Council along with other members of his association executive. Productive efforts such as theirs, and those of the various CAUT Executives who have been part of the dialogues, are much appreciated by Council and that was displayed by the warm greeting triggered by the vote on the motion.

Council followed a meeting of the Board of Directors of the Cooperative. That meeting saw Bob Rodger, who had been the first Chair of the Cooperative, succeeded in office by Ted Humphreys (OISE). Bob has played an important role in collective bargaining within CAUT and none more important than that which included being on the working party that shaped the Coop and being its first leader. He has worked very hard and effectively to establish it. The Board properly expressed its gratitude to Bob for all his effort.

Among the most important items Council considers are those related to lobbying. At every Council meeting there is a report on current activities and a review of priorities. Obviously the effect on postsecondary education of the recent federal budget was one point of discussion and Council passed a motion on the question of the reduction in the transfers.

The question of academic mobility and the effects of the Free Trade Agreement with the USA were debated at some length. There has been some confusion, emanating from the government, about the meanings of the various chapters in the agreement. The major point of discussion for Council was the length of time individuals from the USA should be allowed to be in Canada to provide professional services under the

terms of that agreement. This discussion was rolled into that on the setting up of a committee to examine CAUT's policy on Canadianization and the University. Part of the brief of that committee is to advise the Executive on any actions that the government might take in changing the current rules that it applies in this area. The major effect of those rules is seen in the advertisements for academic positions which carry the notice on the application of the advertisement to Canadian citizens and permanent residents.

The funding of native students in postsecondary education was also debated. The President reported on a spate of activities in which he and the Executive Secretary have been involved on this matter. Council expressed its disapproval of the limitation on this funding. It passed a motion calling on the government to move the cap on the funding of native students in Canadian universities.

Funding enters into many aspects of policy. Clearly it does in two other matters: the Federal Contractors Programme and the transfer of funds for research under the Patents Act (c-22). Under the first of these items Council wants the government to make public the compliance reviews and reports of universities under this programme. In the case of the Patents Act, the federal government gave money to the provinces to be spent on medical/pharmaceutical research. A number of the provincial governments have not transferred that money to the research function.

Research was the topic of another debate. Council discussed the effects of the implementation of the Courtney report on the SSHRCC funding of university researchers. Pam Smith reported on SSHRCC's response and CAUT's plans for follow up on this. The Executive was authorized to establish a committee to examine the effects of Courtney upon the academic community.

In dealing with lobbying matters, Professor Kerr presented the report of the current activities with relation to taxation matters. During discussion this was tied in with the necessity of lobbying on matters related to pension reforms.

Council also considered a number of policy statements. One of the smaller matters was an addition to part of the Policy Statement on Professional Ethics and Professional Relationships. The addition concerned close personal relationships

with the academic relationship; for example where a parent has a child in a class or a member of a partnership is in a supervisory academic relationship with the other. The statement adopted by Council advises academics to avoid such a conflict of interest, be it perceived or real.

There was a long and detailed debate on the Policy on Abuse of Professional Authority: Sexual Harassment. This matter had already been debated by Council at previous meetings and, in an effort to arrive at a position acceptable to the many interests, had established a committee to examine the issue and the statement. That committee was composed of members from the Academic Freedom and Tenure Committee, the Status of Women Committee and the Coop. After a considerable discussion, which involved the presentation of many amendments, an agreed policy was passed by Council.

Council also debated the Policy Statement on the Evaluation of Programmes. The policy is published in this edition of the *Bulletin* along with an introduction by the present and past chairs of the Academic Freedom and Tenure Committee.

The major item of the housekeeping agenda at the meeting was the approval of the budget. A major aspect of the budget was the lowering of the mill rate to 1.3. This is the final step in a planned reduction of the membership fee from 1.92 in 1986-87, through 1.8 and 1.6 to this final level. The Treasurer



Fred Wilson

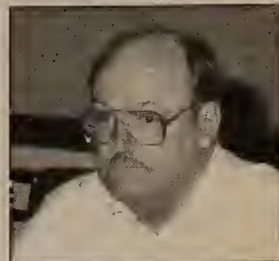
pointed out that he would have to revise the budget somewhat since there would now be a change in the membership revenue. Among the items approved were the fees for Associate, Retired and Unemployed members, the auditors and tax consultants for next year and signing authorities.

Special arrangements for managing the Association's affairs were made for the coming year because the Executive Secretary is on a long delayed sabbatical leave. Essentially the plan approved by Council substitutes some of the functions with extra release time for members of the Executive. Some of the administrative functions will devolve on to the Treasurer and the Vice-President and some of the lobbying functions on to the Past-President. Gordon Piché,

See "Elections", page 2

## COOPERATIVE ELECTS NEW PPPC

At the meeting of the Board of Directors held just before Council, the CAUT Collective Bargaining Cooperative elected to office the new members of the PPPC, which acts as the executive for the Coop. Ted Humphreys (OISE) was elected Chair, and Rick McGaw (New Brunswick) Treasurer. Also elected were the following members at large: Alain Chabot (Sainte-Anne), Sandra Zuk (Winnipeg), Ramzi Salamé (Laval), E.R. Zimmermann (Lakehead), Peter Hemingway (Regina).



Ted Humphreys



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Closing dates for receipt of advertising: 13 working days prior to publication date. No cancellations will be accepted after closing date. Advance payments which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

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Diffusion totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le tirage mensuel moyen est de 2 700. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annonces après la date limite. Pour toute autre annonce, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, d'évaluation familiale, ethniques, handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

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## Noticeboard

## PREMIER APPEL A COMMUNICATIONS:

Médias et Crises, Colloque International à l'Université Laval, Québec, Canada du 4 au 7 octobre, 1990. À l'occasion de 20e anniversaire de la crise d'octobre 1970 à Québec, le Département d'Information et de communication de l'Université Laval organise un colloque International autour du thème: "Le rôle des médias en temps de crise", sur des sujets thématiques comme: les médias, les médias et les crises économiques, les médias et les crises sociales. Adresser toute demande de renseignements à Colloque médias et crise, Département d'Information et de communication, Faculté des arts, Pavillon Louis-Jacques-Casault, Université Laval, Québec, Canada, G1K 7P4. Responsables: Bernard Ogenegals et Marc Babey, téléphone: 418-656-5212, FAX: 418-656-7305; Courriel électronique: Nelnohri.MARBOY@LAVALLVALV.MT.

THE ANNUAL MEETING OF THE CANADIAN ACOUSTICAL ASSOCIATION will take place in Halifax, NS, Oct. 16-19, 1989. Contributed papers and posters are welcomed in all areas of acoustics including but not restricted to: architectural, biological, environmental, industrial, infrasound, musical, noise control, physical, physiological, psychological, and underwater acoustics. For information regarding submission of abstracts and papers contact Dr. Annette Cohen, Technical Program Chair, Department of Psychology, Dalhousie University, Halifax, N.S. B3H 4J1, (902) 424-8688 (Bilnet Email: A.COHEN@DALHOU.SI).

Information regarding registration contact Miss Margaret Cassidy, Secretariat, Nova Scotia Power Corporation, P.O. Box 810, Halifax, N.S. B3J 2W5; (902) 428-6214. THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS AT QUEEN'S UNIVERSITY announces a new publication entitled: Bibliography of Canadian and Comparative Federalism, 1988 (pp. 320). By Darrell R. Reid, bibliographer. This bibliography is a companion volume to the work of the same title for the years 1980-1985 (Kingston: IGR, 1987; 492 p., \$35.00), and includes: sections on: Federalism and Federal Countries; Bases of Community, Territory and Ethnicity; Courts and Constitutions; Intergovernmental Relations; Policy Issues and Reform; and Politics and Government. Author, title and subject indexes are included. To order write: Publications Coordinator, Institute of Intergovernmental Relations, Queen's University, Kingston, Ont. K7L 3N6.

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS AT QUEEN'S UNIVERSITY announces a new publication entitled: Challenges to Federalism: Policy Making in Canada and the Federal Republic of Germany, edited by William W. Kuchler and Christian W. Zolner (300 p., \$25.00). In this volume academics and public servants from both Canada and the Federal Republic of Germany compare and contrast the complexities of politics and policy-making in different political fields within the two modern federal systems. Sections include: Federal Arrangements; State and Economy in Federal Systems; and Policy Field Comparisons. To order, write: Publications Coordinator, Institute of Intergovernmental Relations, Queen's University, Kingston, Ont. K7L 3N6.

THE INSTITUTE FOR THE PREVENTION OF CHILD ABUSE presents its 4th National Conference on Child Abuse "Focus on Child Abuse: Facing the Challenges Together", September 24-27, 1989, Airport Hilton, Toronto, Ontario. For details contact: Dorothy Malcolm / Evelyn Plymisk, 25 Spadina Rd., Toronto, Ontario, M5R 2S8, Tel: 416-921-3151; FAX: 416-921-4997.

THE UNIVERSITY OF LETHBRIDGE: FIRST CALL FOR PAPERS: Studies in Technological Innovation and Human Resources (Vol. II); Management and Technology Mediated Communication. The upcoming Vol. III, Management and Technology Mediated Communication, will particularly include papers that are: international, interdisciplinary, theoretical, empirical, micro, macro. For information on subject matter possibilities and submission requirements please contact: Urs E. Galtner, Technology Assessment Research Unit, School of Management, The University of Lethbridge, Lethbridge, Alberta, Canada, T1K 3M4; FAX: (403) 329-2022; E MAIL: GALTNER@VP.UNLETHBRIDGE.CA.

CALL FOR ARTICLES: "THE OLD RIGHT, THE NEW RIGHT AND THE STATE": Studies in History and Politics, volume VIII, will be open to articles on the development of modern right-wing ideologies and on the impact of those ideologies on the state. All articles will be refereed. Articles of not more than 7500 words (including footnotes) may be submitted in duplicate and on disc. Manuscripts should conform to the MLA style sheet and should reach the editors no later than October 1, 1989. All correspondence should be addressed to: The Editors, Studies in History and Politics, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

WILKIE COLLEGE CENTENAL CONFERENCE: September 29 - October 1, 1989, University of Victoria, Victoria, B.C. Speakers include: Michael Booth, Fred Kaplan, Christopher Kent, Sue Lonoff, Catherine Peller, John Sutherland, address: Nelson C. Smith, Conference Secretary, Department of English, University of Victoria, P.O. Box 1700, Victoria British Columbia, Canada V8W 2Y2.

THE SECOND INTERDISCIPLINARY CONFERENCE ON NATURAL RESOURCE MODELLING AND ANALYSIS, October 12-14, 1989, Florida State University, Tallahassee, Florida. The conference will focus on recent progress and current issues - biological, economic, social and technical - in the quantitative modelling and analysis of conserving fisheries, forests, soil, water, wildlife and other natural resources. It will foster collaboration across traditional discipline boundaries among biologists, earth scientists, economists, engineers, mathematicians and resource managers. Deadline for contributed papers: Those who wish to present a paper (20 minutes) at the meeting should submit an abstract before August 31, 1989. For registration materials, submission of abstracts of further information, please contact: Michael Masterton, Gibbons, Department of Mathematics, FSU, Tallahassee, Florida 32306-3027; tel: (904) 844-2500/2202; Electronic Mail: MIKEM@FSU.BITNET.

CALL FOR PAPERS: THE 22ND ANNUAL MEETING OF THE CANADIAN ASSOCIATION OF SPORTS SCIENCES (CASSACS), November 2-5, 1989, at Le Grand Hotel, Montreal. A programme including 12 symposia, as well as free communications and poster presentations, on several topics dealing with the sport sciences, is planned. For more information: Mr. Phillip Gardiner, Department of Physical Education, University of Montreal, 616, St-Jas, Montreal, Quebec, Canada, H3C 3A1; phone (514) 343-5111; FAX (514) 343-2180.

INVITATION A SOUMETTRE DES MANUSCRITS: LA 22IEME REUNION ANNUELLE DE L'ASSOCIATION CANADIENNE DES SCIENCES DU SPORT (CASSACS), qui aura lieu du 2 au 5 novembre 1989 au Grand Hotel de Montréal. Un programme de 12 symposia et de communications libres et affiches portant sur divers aspects du domaine des sciences du sport sont planifiés. Veuillez contacter M. Phillip Gardiner, Département d'éducation physique, Université de Montréal, C.P. 6128, succ. curiale A, Montréal, Québec, Canada, H3C 3A1. Téléphone: (514) 343 7450, FAX: (514) 343 2181.

CALL FOR PAPERS: The Canadian Journal of Educational Communication invites papers in the area of: Interactive Learning Technologies to be published in a special issue in the Fall of 1989. Topics within this area may include but are not limited to: computer-aided learning systems; hypermedia (e.g. HyperCard); expert advisory systems; telecommunication; computer conferencing and smart systems. Papers may be reviews of literature, descriptions of approaches or procedures, descriptions of new applications, theoretical discussions or reports of research. For abstracts and submission information, please refer to the inside back cover of any issue of CJEC. Except in unusual cases, manuscript length should not exceed 20 pages. All manuscripts received by the editor will be reviewed by a panel of judges. The deadline for submissions is July 1, 1989. For more information, please contact: Dr. Richard A. Schriver, CJEC Guest Editor, College of Education, University of Saskatchewan, Saskatoon, SK S7N 0W0 (306) 966 7641.

AUGUST 22-26, 1989, THE 1ST INTERNATIONAL CONFERENCE ON LEARNING DISABILITIES IN EVERYDAY LIFE, The University of Calgary, Alberta, Canada. Keynote speakers and research presentations for paper sessions. Topics include: classroom discourse, human-computer interaction, philosophy of learning, social analysis, face-to-face conversation, the role of the teacher. For more information, please contact: Dr. Richard Heyman, Director, The Occurrence Analysis Research Group, 9th Floor Education Tower, The University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4.

LEARNING DISABILITIES ASSOCIATION OF CANADA announces its seventh National Conference, Learning The Way, hosted by Learning Disabilities Association of Newfoundland, The Hotel Newfoundland, St. John's, Newfoundland, October 19, 20 &amp; 21, 1989. Uplighting The Way is a multi-disciplinary conference on learning disabilities for educators, parents, physicians, social workers and others interested in the field. Six keynote sessions, 24 workshops, speakers from every province, 8 speakers from the U.S. to discuss innovative approaches for teachers, computers, social skills, assessment and remediation. For more information, contact: Educational Consultant, Judy Oveis, Conference Coordinator, 12 Colville St., St. John's, Nfld. A1E 3J8; (709) 733-0611 or (709) 578-7273.

CHILD SEXUAL ASSAULT PREVENTION PROGRAM: SARAU "Sexual Assault Recovery Anonymous" Society is a non-profit charitable organization founded in British Columbia in 1983 to provide crisis intervention and educational resources for the prevention of child sexual abuse. Preventive material on sexual abuse suitable for schools, day camps, recreation, construction, Conflict: Protect the Children, Sexual Assault Recovery Anonymous, P.O. Box 16, Surrey, B.C. V4T 4W4, (604)597-2525; (604)597-2737.

CALL FOR PAPERS - 4TH NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY: Towards the Nineties: Issues of Theory and Practice. Following on the University of Toronto's 1989 conferences of Banfi, a multidisciplinary and multi-sectoral conference is being planned by a Toronto area consortium of academics and practitioners. Assigned to professionals involved with social welfare policy as broadly construed - in non-governmental and governmental bodies and academic institutions. To be held in Toronto, October 24 - 27, 1989. Further information: Donald Baily, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, M5S 1A1; tel: 416-978-4178; Baily@U.Toronto.Bilnet.

WESTERN CANADIAN STUDIES CONFERENCE: CALL FOR PAPERS: Topic: Gender and Family in Western Canada: Interdisciplinary Perspectives. Send abstract (150-300 words) to: Paul Volsky, Department of History, University of Alberta, Edmonton, Alberta, T6H 2E1 or Kathleen Martindale, Women's Studies, Faculty of Gender Studies, University of Calgary, Calgary, Alberta, T2N 1N4.

Deadline for submission of abstracts: June 30, 1989. Conference dates: October 15, 1989. Conference to be held at the Banfi Centre, February 18 - 18, 1990.

## THE NEW EXECUTIVE

Elections  
Continued from page 1

The Assistant Executive Secretary, was made Acting Executive Secretary for the year. It was agreed by all that it would be a busy year for the Executive.

In between all this business, elections of the officers and committee members and chairs took place. Since there was a contested election for President a forum for candidates took place. In the forum the candidates gave a short presentation and then answered questions from the floor of Council. All the elections for office are by secret ballot and the Elections and Resolutions Committee, which oversees these activities was kept busy counting many hundreds of ballots. Places on committees are also elected by secret ballot. In the case of committees, however, Council receives the written advice of the committee in question. As a result of these elections the new Executive will be led by Pam Smith (Regina) and consists of Peter King (Manitoba), Bob Kerr (Windsor), Vic Catano (St. Mary's), Jane Gordon (Mt. St. Vincent), Rita Vine (Calgary), Om Kamra (Dalhousie), and Michael Copeland (York). Fred Wilson (Toronto) was elected Speaker of Council for the second time.

At May Council the elections for the new Executive took place. Pamela Smith (Regina) was elected President, Bob Kerr (Windsor) Vice-President, Rita Vine (Calgary), Michael Copeland (York) and Om Kamra (Dalhousie) Members at Large. Jane Gordon, who was re-elected Chair of the Status of Women Committee, Peter King, as Past-President, Victor Catano, as Treasurer, remain on the Executive.



The 1989-90 Executive of CAUT: (l to r) Bob Kerr, Vic Catano, Jane Gordon, Peter King, Pamela Smith, Gordon Piche (Acting Executive Secretary), Rita Vine, Michael Copeland, Om Kamra.



# President's message/Le mot de la présidente

## Reconciliation, renewal and high stakes

Two years ago, observers of CAUT's activities would have noted that May, 1987 was a time of critical importance.

Council that year was involved in a thorough, intense reform of the organisation, after an unparalleled period of close scrutiny. Guided by recommendations made by the External Review Committee (Charles Bigelow, Chair and Dean of Science, University of Manitoba; Sylvia Gold, Canadian Advisory Council on the Status of Women; and Paul Siren, the Association of Canadian Radio and Television Actors), the 1987 Council worked hard to develop structures necessary to overcome debilitating internal differences within CAUT.

The Council meeting of May, 1989 will come to be regarded as an event of no less significance. This recently concluded meeting illustrates abundantly how far we have come in the process of rebuilding following the 1987 meeting, and how significant the rewards can be.

Tangible evidence is provided by the return to CAUT of the Association of Academic Staff of the University of Alberta (AAS:UA), following a three year absence. Warm, prolonged applause followed unanimous acceptance of AAS:UA's application for membership, just as it had in the cases of the entry of the associations representing Bishops, Concordia, Laval and McGill in 1988. Associations within CAUT have worked during the last two years to create a climate in which reaffiliation can occur, and without rancour. When coupled with the greeting given it by Council, AAS:UA's re-entry signals that CAUT is

able to celebrate diversity, just as the External Review Committee urged it should.

Council also approved a revised Policy on Sexual Harassment. Revision of the policy has proved arduous, for a variety of reasons. Not the least of these are the issue which the policy addresses and differences in perspective brought to it by concerned, interested constituencies within CAUT. After the February Council meeting, some wondered if the viewpoints expressed on behalf of, for example, the Status of Women and Academic and Freedom and Tenure Committees could ever be reconciled in a single document.

At its recently concluded meeting, Council debated the proposed policy revisions deliberately and with care for more than four hours. Clearly recognising its onus to reconcile remaining ambiguities in the draft, Council willingly devoted unscheduled time to the task. Its efforts were rewarded by skillful amendments — in particular those offered by associations at the Universities of Toronto and Manitoba — and by the emergence of a policy which all could support.

This achievement also marks the renewed spirit within CAUT, and was another of the most rewarding moments of any recent Council meeting. As noted by Sarah Westphal-Wihl, on behalf of the Comité sur les femmes en milieu universitaire (FAPUQ) in the last issue of the *Bulletin*, the issue of sexual harassment is a matter of urgency, in which the stakes are high. Our thanks are due to all those contributing to the debates, the various drafts and the final drive for a policy

sensitive to those who are either accused or the victims of sexual harassment.

The tone of Council was positive in many other ways, as well. A general, genuine desire to achieve consensus was evident — but not, of course, at any price. Debate about the operational plans for CAUT during the Executive Secretary's one-year leave typified the tone of Council. Quite different views were expressed by those who contributed to the debate of the proposed plan — but the desire to achieve a practical, effective result underscored all their interventions and the final decision.

A spirit of reconciliation and renewal now infuses CAUT, and must not be tarnished through neglect or oversight. Momentum established during the last two years must continue, and complacency cannot develop. If the stakes were high for CAUT in an organisational sense during the last two years, they remain so.

Post-secondary education has become a matter of high stakes not only for the members of CAUT in organisational or professional terms. The stakes are just as high for students and Canadian citizens served by the profession. In a time when anyone who can put finger to word-processor or voice to air time can claim to be an expert diagnostician, we must not lose sight of the main cause of illness within post-secondary education.

Funding — especially Established Programs Financing — will continue to be a central issue this year. Access to post-secondary education — in particular for women and men of native ancestry, as well as others — will remain equally important, as will the

issues of support for scholarship and research. Those who would quarrel with CAUT's expression of legitimate concerns must themselves be challenged to develop and implement real, imaginative and positive solutions.

Those who serve CAUT in an elected, voluntary capacity do so because they care deeply about such issues. The May Council meeting is always a time of change — elections are held for new officers and members for the Executive and new members and, sometimes, chairpersons for Standing Committees, as well as positions within the Collective Bargaining Co-operative.

Persons new to responsibilities in these areas were elected in May. Facing many challenges, they will rely on the support, co-operation and active participation of all CAUT's members and staff — locally, provincially and nationally — in the coming year. Those leaving service deserve our deep thanks for their work, diligence and commitment, as well as our best wishes for the future.



Pamela Smith

## Réconciliation, renouveau et grands enjeux

Il y a deux ans, ceux qui observaient les activités de l'ACPU auraient fait remarquer que le mois de mai 1987 était d'une importance critique.

Le Conseil de cette année-là vivait une réforme en profondeur de l'association après d'incompréhensibles mois d'examen minutieux. Inspiré par les recommandations du Comité d'examen externe, composé de Charles Bigelow, président et doyen de la faculté des sciences de l'Université du Manitoba, de Sylvia Gold, du Conseil consultatif canadien de la situation de la femme, et de Paul Siren, de l'Association of Canadian Radio and Television Actors, le Conseil a travaillé d'arrache-pied pour élaborer les structures nécessaires qui élimineraient les différences internes affaiblissant l'ACPU.

L'assemblée du Conseil de mai 1989 sera considérée comme un événement tout aussi important. En effet, cette assemblée montre, avec d'abondants exemples à l'appui, jusqu'à quel point nous sommes allés loin dans la reconstruction de l'association depuis l'assemblée de 1987 et combien les récompenses peuvent être significatives.

Le retour de l'Association of Academic Staff of the University of Alberta (AAS:UA) au sein de l'ACPU après

trois ans d'absence est une preuve tangible de cette réforme. Après l'acceptation unanime de la demande d'adhésion de l'AAS:UA, le Conseil a applaudi longtemps et chaleureusement, tout comme il l'avait fait en 1988 à la suite de l'arrivée des associations représentant les universités Bishops, Concordia, Laval et McGill. Depuis deux ans, les associations membres de l'ACPU ont travaillé à créer un climat propice à la réaffiliation et ce, sans rancune. Si l'on tient compte de l'accueil que lui a fait le Conseil, le retour de l'AAS:UA montre que l'ACPU est capable de reconnaître la diversité, tout comme le Comité d'examen externe l'avait vivement conseillé.

Le Conseil a en outre approuvé un énoncé de principes révisé sur le harcèlement sexuel. Pour diverses raisons, la révision de cet énoncé s'est révélée ardue. Parmi ces raisons, et non les moindres, figurent le sujet abordé par l'énoncé de principes et les différences de point de vue soulignées par les constituantes visées au sein de l'ACPU. À la suite de l'assemblée de février du Conseil, certains se sont demandés s'il était possible de réconcilier dans un même document les points de vue exprimés au nom du Comité du statut

de la femme ainsi que du Comité de la liberté universitaire et de la permanence de l'emploi, par exemple.

À la dernière assemblée, le Conseil a débattu les révisions pendant plus de quatre heures de façon délibérée et avec minutie. Reconnaisant de toute évidence qu'il lui incomrait de résoudre les dernières ambiguïtés du projet d'énoncé, le Conseil n'a pas hésité à y consacrer des heures non prévues à l'horaire. Ces efforts furent récompensés sous la forme d'amendements très adroits, notamment de la part des délégués des universités de Toronto et du Manitoba, et par l'apparition d'un énoncé de principes que tous pourraient appuyer.

Cette réussite traduit également l'esprit de renouveau qui souffle sur l'ACPU et fut l'un des moments les plus rémunérateurs de l'assemblée. Comme l'a souligné Sarah Westphal-Wihl, au nom du Comité sur les femmes en milieu universitaire de la FAPUQ dans le dernier numéro du *Bulletin*, la question du harcèlement sexuel est une affaire urgente où les enjeux sont grands. Nous tenons à remercier tous ceux qui ont contribué aux discussions, aux différentes versions et à la version finale dans le but d'avoir un énoncé

de principes sensible aux victimes et aux personnes accusées de harcèlement sexuel.

De bien d'autres façons, le ton de l'assemblée du Conseil fut positif. Il était évident que, d'une manière générale, les délégués souhaitaient sincèrement atteindre un consensus, mais pas à n'importe quel prix. La discussion au sujet de la bonne marche de l'ACPU pendant le congé d'un an du secrétaire général caractérise l'atmosphère que régnait à l'assemblée. Les participants au débat sur le plan d'action proposé ont exprimé des opinions assez divergentes. Toutefois, le désir d'en arriver à des résultats efficaces et pratiques animait toutes les interventions et la décision finale.

Un esprit de réconciliation et de renouveau habite maintenant l'ACPU. Il ne faut pas le ternir en le négligeant ou en le reléguant aux oubliettes. Il

Voir "Réconciliation", à la page 5



# Nouvelles en brèves du Québec

par Susan Gray

Réseau (l'Université du Québec)

Avec l'intégration du Royaume-Uni au marché commun, un besoin accru se fait sentir pour des ressources humaines spécialisées ayant une bonne connaissance de la langue française. Pour développer les échanges bilatéraux d'étudiants-es avec les universités du Royaume-Uni, trois personnes du réseau du l'Université du Québec ont effectué une tournée en Grande-Bretagne en décembre dernier.

Le but principal de cette visite était l'examen des possibilités d'établir un programme d'échange d'étudiants-es ainsi que l'analyse de la comparaison des systèmes scolaires (primaire, secondaire et postsecondaire) du Royaume-Uni et du Québec, et de la reconnaissance des institutions.

Au cours de ce voyage, des programmes d'échange ont été établis avec University College of London et Ealing College of Higher Education. Des accords de principe ont été convenus avec cinq autres institutions.

Réseau (Télé-université)

En décembre dernier, plus d'une soixantaine de représentants-es d'institutions de formation ont participé à une vidéo-conférence tenue par Télé-université. Cet événement marquait la fin de la première phase de consultation et d'implantation du Consortium international francophone de formation à distance (CIIFFAD). La création du CIIFFAD est prévue pour le 3e Sommet de la Francophonie à Dakar, en 1989.

Ce sont les gouvernements canadiens

et québécois ainsi que l'Agence de coopération culturelle et technique qui ont confié l'implantation du CIIFFAD et de son secrétariat à la Télé-université. Le financement du projet, trois millions de dollars du gouvernement canadien, a été versé par l'Agence canadienne de développement international à l'Agence de coopération culturelle et technique. Forum (l'Université de Montréal)

Le premier lauréat du prix littéraire Canada-Japon est Bernard Bernier, professeur au Département d'anthropologie et au Centre d'étude de l'Asie de l'Est. L'oeuvre gagnante de Bernier est *Capitalisme, société et culture au Japon*, publiée aux Presses de l'Université de Montréal.

Le prix vaut 10 000\$. L'argent provient d'un fond créé grâce à un don d'un million de dollars du gouvernement japonais. C'est le Conseil des arts qui a reçu cet argent afin de financer des programmes qui visent à améliorer les liens culturels entre le Canada et le Japon.

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Une annexe d'un rapport effectué par le Groupe ministériel de travail sur la tâche du professeur d'université démontre que les professeurs-es de l'Université McGill travaillent plus fort que leurs homologues aux autres universités québécoises.

Le charge annuelle moyenne d'un-e professeur-e d'université québécoise est 13,1 crédits. Cinq universités se situent au-dessus de cette moyenne, dont les universités McGill, Montréal, HEC, Bishop et Sherbrooke. On a employé un facteur de correction pour les universités dites régionales.

Le modèle d'évaluation de la charge d'enseignement est basé sur deux sources de données: les formulaires financiers remplis annuellement par les universités pour obtenir leur subvention gouvernementale et le système RECU (recensement des clientèles universitaires) du ministère de l'Enseignement supérieur et de la Science (MESS). On n'a pas pris en compte la partie assumée par les auxiliaires d'enseignement ainsi que les chargés-es de cours.

Tous les types d'enseignement des trois cycles étaient inclus dans le modèle, qui a été élaboré par Germain Carreau, adjoint au vice-recteur aux ressources humaines à l'Université de Montréal. Il s'agit de l'enseignement théorique, l'enseignement pratique en laboratoire ou en atelier, l'encadrement clinique et les stages ainsi que l'encadrement des candidats-es aux études supérieures. On ne parle ni de charges d'enseignement dans les facultés de médecine ni de ceux de certains constitutants de l'Université du Québec ayant des profils particuliers, par exemple, l'Ecole nationale d'administration.

Grace aux données de l'enquête Lenrards, une étude sociologique faite récemment par un professeur américain, on a pu comparer les statistiques du Québec avec celles de l'Ontario et du reste du Canada.

Le Devoir (l'Université McGill)

Ce printemps, McGill a annoncé la création d'une nouvelle chaire en génie et de médecine spécialisée dans la recherche sur l'intelligence artificielle. Son titulaire est John Matthew Hollerbach, professeur agrégé du MIT et un américain de 33 ans. Hollerbach est un des plus grands spécialistes occidentaux des

systèmes homme-machine, de commandes neuro-musculaires et d'une main artificielle expérimentale préhensile qui n'a qu'un défaut: elle coupe le courant qui l'active sans être capable de le rebrancher elle-même.

Les commanditaires de ce projet sont: le Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG), l'Institut canadien sur la recherche avancée (CIAR), ainsi que quatre entreprises privées, dont Spar Aérospatiale, CAE Electronique, Hydor-Québec, Valleydene et le gouvernement provincial.

Dès septembre, Hollerbach s'occupera aussi de la direction du Centre de recherche sur les machines dotées d'intelligence artificielle de McGill. Au fil des événements (l'Université Laval)

Pour sa "performance remarquable", le Centre francophone de recherche en informatisation des organisations (CEFRIO) vient de recevoir une deuxième subvention dans le cadre de l'entente auxiliaire Canada-Québec sur le développement des entreprises de communication (EDER). Le Centre, qui a reçu une première subvention de 852 000\$ (sa deuxième est de 600 000\$), existe depuis seulement deux ans.

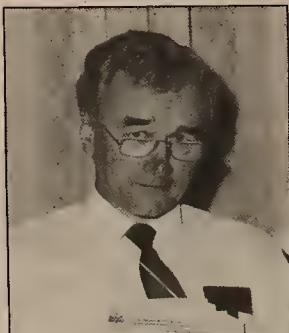
Créé afin de réaliser une informatisation économiquement rentable et socialement réussie, le CEFRIO a relevé le défi extraordinaire de faire travailler ensemble deux universités, trois ministères et un grand nombre d'entreprises privées. Maintenant, en plus de l'Université du Québec et l'Université Laval, le réseau de CEFRIO s'étendra à toutes les universités francophones de la province.

## Alberta Re-affiliates

The Association of Academic Staff at the University of Alberta will become a member of CAUT again on July 1st. This is the outcome of a process which ended with May Council receiving an application from AAS:UA President, John Bertie, and the unequivocal recommendation of an ad-hoc committee which examined the application. Council unanimously approved.

For an association to become a member of CAUT it must be clear to a committee of inquiry that it is the faculty association of a degree granting institution with a sound academic programme and academic freedom. It must also be clear that the members of the local association approve of the application for membership. In the case of AAS:UA there was no possibility of doubt on any of these grounds since, in addition to its public record as the association of one of the major universities in Canada, there had been a ballot of the membership in March with a positive result.

This brings to a positive conclusion an unhappy episode in the national associations' history. Three years ago



John Bertie

AAS:UA disaffiliated from CAUT over matters of governance, fees and services. Since that time there has been a major re-organization of CAUT following a thorough review by an external review committee, the Bigelow committee.

Naturally, members of Council were pleased that so much hard work had produced such a positive outcome.

## CAUT takes case to the Supreme Court

On May 16th the cases on mandatory retirement, which the CAUT has been supporting, finally came to the Supreme Court of Canada.

In a crowded court room, with more than thirty lawyers for all the interested parties dressed, Jeffrey Sack began making the case before seven of the justices.

This is the culmination of a long process which began for CAUT when it decided to support the cases of some faculty members and librarians who challenged their forcible retirement, arguing that their rights under the Charter were being violated. CAUT's involvement has been discussed many times, both at the Board when it was in place and at Council. Many concerns have been raised about the rights and costs of the case. At the end of every such debate there has been strong support for continuing the action. In an effort to contain the size of the effort that would be involved in this issue, the various universities' administrations were asked to agree to select one "test" case and argue that. This would have helped limit the costs. Un-

fortunately, the administrations involved have not seen fit to do that. This is somewhat surprising since there has never been a challenge to the competence of the individuals who were being forced to retire.

There are a number of cases before the Supreme Court. In direct contrast, in terms of effect, are the cases from Ontario and from British Columbia. In Ontario the Court of Appeal found for the university administrations, in British Columbia for the employees.

At the present time half the provinces in Canada do not have mandatory retirement. There is no apparent effect on the viability of the universities in those provinces. Indeed, when given the choice most individuals choose to leave employment sooner rather than later. In the USA the present age for the forced retirement of professors is 75 and in 1994 that ceiling will be lifted.

The lawyers involved in the appeal before the Supreme Court expect that it will be many months before the decision comes down, probably in the early spring of 1990.



# Librarians and CAUT / Les bibliothécaires et l'ACPU

## Canadian University Library & Archive Records: Secure or Confidential?

The CAUT Librarians Committee is aware of concerns from across the country regarding the security and confidentiality of our library and archive records. The issue has surfaced most recently and most dramatically in the United States where our trading partner's security arm, the FBI, has urged librarians to watch their clients and to report "suspicious behaviour!" You know what that is, of course! We each have had at least one suspicious behaviour in our libraries today. It is easy to make light of the ridiculous and the silly, but that won't protect us from the harm. And, the potential for enduring harm is ever present especially in our environment of automated information tracking and interfacing information systems.

Our American colleagues are fortunate to have in hand clear guidance in formulating their reactions to demands such as the FBI's — their Constitution with its First Amendment clause, for instance, and an explicit code of professional ethics articulated by the American Library Association in 1970 and subsequently ratified by no less than 36 State governments. In Canada there are also laws, policies and procedures relating to the release of nominative information. They tend to be more in the nature of "guidelines" than firm professional ethics and a widely affirmed basic social constitution. As a result, the Librarians Committee has been concerned about the various aspects of information security and confidentiality and urges all academic librarians to be aware of the protections which are afforded them and their clients as well as to be certain that each of our libraries and archives has a clear policy with respect to security and confidentiality of records.

Many, perhaps most, of our university libraries lack clear, written policies. Many of us seem to rely on a personal code of ethics: several heads of circulation and interlibrary loan departments, for instance, have stated that they would not release information except in response to a court order. But what of the less dramatic and more probable situation of Professor B demanding information on the reading habits of her students? As we move further into state of the art informa-

tion environments, our libraries will have to develop more stringent protocols. Anastasia Khouri St-Pierre, Systems Librarian at McGill University, reports, for instance, that security of nominative information is a high priority for her automation team. Procedures will be clearly spelled out and rigorously enforced.

Some university libraries in Canada have written statements restricting the release of nominative information. The University of Ottawa reports that nominative circulation information is not released, nor are data base searches. Authorized employees have a password to access borrowing records. According to our respondent, there has never been an occasion when police have asked for this sort of information. The University of Waterloo has a written policy on name release:

"To protect the privacy of users and their right to consult and borrow library materials without prejudice, it is the policy of the University of Waterloo that information by which individual users can be identified is not released to any person, institution, association, or agency for any reason. However, when registering with the Library an individual may authorize the Library to release the individuals name to anyone urgently seeking for brief consultation material charged out to the individual." (*University of Waterloo Policy No. 57: Library Lending*)

Beyond the policies which have been developed by individual libraries and archives, a number of organizations have given attention to security issues. Since its beginning CAUT has been concerned to protect the rights of individual members of the academic staff in their relationships with the university and with other private and public organizations with which they come in contact in carrying out their responsibilities. As a result a number of policy statements have been generated. Those most pertinent to the security and confidentiality of library records include the model clause on privacy of information and the recently drafted policy on security forces on campus. The model clause on privacy of information specifies that:

"The employer shall take all reasonable steps to isolate personal data within the university's information system. Any linkage of personal data or access to personal data

shall be confined to the minimum extent necessary for specifically approved purposes." (*CAUT Handbook*, 4th ed., pp.21-22)

CAUT's policy toward security forces on campus began in the early 1960's and was intensified with its response to the imposition of the War Measures Act in 1970. The most recent policy statement was presented to CAUT Council in 1988 by the Academic Freedom and Tenure Committee. Included in the document is a clause treating the confidentiality of the librarian-client relationship, drafted by the Librarians Committee. It reads as follows:

"Information on the interests or borrowing patterns of library or archives users shall be released to police or security agencies only in response to court orders, subpoenas or warrants. This applies both to records of materials loaned from library or archival collections and to bibliographies and annotated lists of publications generated by data base computer searches." (*Policy Concerning the Role of Public and Private Policy Forces and Security Services on Canadian University Campuses*, Item 2.1.9, Approved by Council September 1987, revised September 1988)

The federal legislation touching upon the issue of confidentiality of library records is embodied in two separate acts, the Access to Information Act and the Privacy Act, both proclaimed in 1983. The former establishes the right of Canadian citizens and permanent residents of Canada to have access to information contained in federal government records. The Privacy Act gives Canadian citizens and permanent residents access to information about themselves, specifying the uses to which personal information can be put. The legislation is applicable to the National Library and the National Archives as well as to many government agencies. C.L.A.'s statement on citizen access to data banks (see preceding paragraph) relates directly to the library's role in interpreting this legislation.

Legislation on access to information has been promulgated at the provincial level. Ontario and Quebec are among the provinces enjoying such legislation. In Quebec the Access Act, passed in June 1982, establishes the right of all citizens to have access to documents held by public bodies such as the

government, municipalities, health and social service agencies, school boards, universities and institutions declared to be in the public interest. The Access Act also accords the right of all citizens to confidentiality of personal information that they give to public bodies. Archives across the province are bound by these regulations and are actively engaged in revising retention schedules.

The Canadian Association of Research Libraries was asked for any policies they might have on the confidentiality of library records. The Association does not have a policy in this area, although the matter as it relates to circulation records was discussed at one time by the Access Committee. There is no indication that CARL/ABRC will be developing a policy in the near future.

The Canadian Association of Colleges and University Libraries of the Canadian Library Association also reports no current policies or positions on the matter nor ongoing discussions pertaining to it. C.L.A. itself has a statement to the effect that members have the individual and collective responsibility to facilitate access to all sources of information which may be of assistance to library users and equal responsibility to protect the privacy and dignity of library users and staff (*Code of Ethics*, Ratified by the Annual General Meeting June 13, 1976). C.L.A. also has taken a position on access to information:

"The names of library users will not be released to any person, institution, association or agency for any reasons save as may be legally required by Federal or Provincial laws." (*Citizen Access to Information Data Banks - Right to Privacy*, Document 867.115, Section 1)

In brief, that is a summary of the policies which have come to the attention of the Librarians Committee. Our concern was originally sparked by the concern raised by a number of CAUT members although we are not aware of any Canadian library, academic or otherwise, suffering the problems which some of our sister institutions in the United States have experienced. We expect that further and more specific policies will arise from the investigation and review which has been started by the Committee. Certainly, the Committee would welcome hearing of existing policies and learning of any problems which have arisen.

## Réconciliation

suite de la page 3

faut maintenir le tempo adopté depuis deux ans et éviter la complaisance. Si, au cours des deux dernières années, les enjeux étaient élevés pour l'ACPU du point de vue de l'organisation, ils le sont toujours aujourd'hui.

L'enseignement postsecondaire constitue de grands enjeux non seulement pour les membres de l'ACPU du point de vue organisationnel ou professionnel. Ils le sont aussi pour les étudiants et les citoyens canadiens que la profession dessert. A une époque où n'importe qui ayant accès à une machine de traitement de texte ou pouvant s'exprimer sur les ondes peut se prétendre un spécialiste en diagnostic, nous ne devons pas perdre de vue la principale maladie qui ronge l'enseignement postsecondaire.

Le financement, en particulier, le financement des programmes établis, continue d'être au centre de nos préoccupations. L'accès aux études postsecondaires, pour les autochtones notamment, ainsi que pour les autres, demeure une question tout aussi importante au même titre que l'aide financière pour l'érudition et la recherche. Il faut mettre au défi ceux qui s'insurgent contre l'ACPU parce qu'elle exprime ses préoccupations légitimes afin de trouver et de mettre en oeuvre des solutions réelles, créatrices et positives et d'y donner suite.

Ceux qui sont élus à l'ACPU et la servent bénévolement le font parce que ces questions leur tiennent à coeur. L'assemblée de mai est toujours un moment de changement. En effet, de nouveaux dirigeants sont élus, des sièges au Comité de direction sont renouvelés et de nouveaux membres s'ajoutent. Parfois, on élit le président d'un co-

mité permanent et des postes sont comblés au sein de la Coopérative de négociation collective.

Des personnes étrangères aux responsabilités qui leur échoient dans ces secteurs ont été élues en mai. Faisant face à de nombreux défis, elles compteront sur l'appui, la collaboration et la participation active de tous les membres

et du personnel de l'ACPU pendant l'année, que ce soit à l'échelle locale, provinciale ou nationale. Les personnes qui ont terminé leur service méritent nos sincères remerciements pour la tâche qu'elles ont accomplie, pour leur engagement et leur assiduité. Nous leur souhaitons également la meilleure des chances dans leurs activités futures.

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# How to avoid unfairness in courses and programs

by Alan Andrews & Jon Thompson

*The increasing need for academic assessment of courses and programs in recent years has alerted CAUT to the need to ensure that such assessments are carried out fairly and in accordance with CAUT's general principles of fairness. At the May Council meeting, a policy statement on the Academic Assessment of Courses and Programs was adopted, without dissent.*

*In the following article, Jon Thompson and Alan Andrews, the past and present chairpersons of the Academic Freedom & Tenure Committee, describe some of the background to the adoption of the policy statement.*

The academic assessment of courses and programs can be conducted in ways that pose serious threats to professors and to their academic freedom and tenure. Our response to this situation, however, should not be to prevent assessments occurring; rather we should seek to regulate the process. There are at least two reasons for this. One follows from the fact that Canadian universities are publicly funded and therefore occupy a position of public trust. They need to be accountable, and part of that accountability involves reviewing courses and programs. It can be expected that if academics refuse to conduct such reviews then they will be carried out by bureaucrats, either in the university itself or in the government. In such an event, it can be expected that the process and results will be characterized by greater unfairness than in any of the known unsatisfactory examples of assessments by academics themselves. The second reason for us to promulgate guidelines for academic assessments is that fair assessment by academics can serve to protect academic freedom and tenure.

It is worth citing a recent example which illustrates these points. Three years ago, the administration of the University of Toronto set out to close down the Faculty of Architecture and Landscape Architecture on the basis of a highly unfair bureaucratic assessment,

one which had been conducted in secret by administrative staff and was not released until after the closure announcement had been made. One of the responses by the affected faculty members, the University of Toronto Faculty Association (UTFA), OCUFA and CAUT was to demand a fair assessment by qualified academics in the disciplines concerned but from outside the university. Since there had been favorable outside assessments of various parts of the program in the recent past, the faculty members had confidence in such an approach. It is of interest that ultimately, rather than agree to a fair academic assessment, the University administration backed off and indeed reversed itself on the closure.

The new policy statement was developed in response to instances of program assessments by academics which were brought to the attention of the Academic Freedom & Tenure Committee and which appeared to be unfair in various respects: in the intended purpose; or, in the actual conduct of the review; or, in the subsequent use of the assessor's reports; or in all three respects. In one case, the program review turned into a performance review of each individual, with the report indicating that two tenured faculty members should be dismissed. The report was given wide distribution and resulted in one person having a nervous

breakdown, while another instituted legal action against the university. In another case, which was subsequently the subject of some correspondence in the *CAUT Bulletin*, the president of Brandon University initiated a review of an entire faculty by an outside academic assessor without consulting any of the persons or groups concerned and without establishing reasonable guidelines. The result was an embarrassing public controversy. The president and the assessor were accused of attempting to do a hatchet-job on one particular department, the integrity and competence of the assessor were attacked, and the department was held up to ridicule because its members insisted on fair procedures.

It is important that academic assessments give due regard to the need for academic diversity. Professor Michael Skolnik of OISE has studied the appraisals and assessments of graduate programs in Ontario conducted by an arm of the Council of Ontario Universities. In a paper he wrote last year, Professor Skolnik presented a cogent argument to show "How Academic Program Review Can Foster Intellectual Conformity and Stifle Diversity of Thought and Method in the University," to quote his title. He attributes these effects in large measure to the predominance of scientists on the Appraisals Committee, the general and widespread predilection for the scientific paradigm in academic administrative circles, and the particular structure and approach of the appraisal subcommittees. Skolnik emphasizes that this system is particularly detrimental to the humanities and related fields. He also notes, as many others have before him, that the scientific paradigm, at

least as popularly understood and applied, can soon have the effect of encouraging conformity and stifling diversity even in scientific fields.

The Policy Statement was developed through several discussions by the Academic Freedom & Tenure Committee, after circulation to faculty associations, discussion at the Collective Bargaining Conference last year, and debate by Council in October 1988. It recognizes the diversity of assessments that are likely, and attempts to provide guidelines which will be applicable in a wide range of circumstances. In particular, it emphasizes that the assessment of courses and programs should be confined to determining the extent to which the courses and programs under review are contributing to the academic objectives of the university. It is very important that course and program assessments should be clearly distinct from performance reviews of faculty members for academic status decisions.

Consideration for promotion, tenure and reappointment should be conducted in accordance with the criteria negotiated by the faculty association and contained in the collective agreement or special plan, where the outcomes are made subject to rectification through some form of grievance and arbitration procedure.

The second principal feature of the Policy Statement is the checklist for those who are asked to function as academic assessors. It is important that assessors act in conformity with the principles contained in CAUT's Guidelines on Professional Ethics and Professional Relationships, particularly those guidelines that refer to University Teachers as Colleagues.

## Assessment<sup>1</sup> of Academic Courses and Programs<sup>2</sup>

### Preamble

University administrations are increasingly called upon to have the quality and relevance of academic courses and programs assessed. The pressure to do so comes as a result of the complexity of modern universities, the difficulty of maintaining standards in a period of underfunding, and the demands of governments for public accountability for the resources provided. Course and program assessments can be an appropriate way to maintain academic quality. In addition, degree programs in a number of professional disciplines are subject to periodic assessments by national accreditation boards, which are independent of governments, for the express purpose of maintaining academic quality. Regardless of the initiating agency, course and program assessments should be carried out carefully and fairly and with due respect for the right to academic freedom. They should also give due regard for academic diversity in institutional roles and among individuals in faculties and departments.

Academic assessments may be carried out under procedures developed by a single university as a method of self-analysis or under procedures developed within a provincial system of universities as a means to ensure quality, to determine appropriate levels of support, or under procedures developed

by national accreditation bodies so as to maintain national standards.

It is the view of CAUT that academic course and program assessments should be carried out only for the purpose of determining the extent to which they are contributing to the academic objectives of a university or a discipline. They should not be used as a means of evaluating the effectiveness of faculty members. It may not be possible to conduct a course or program assessment without having an impact on the faculty members who are responsible for it. However, assessors should concern themselves only with that limited portion of faculty members' responsibilities which is of assistance in assessing the quality of courses and programs under review. It is particularly important, therefore, that faculty associations or unions secure, to the greatest extent possible, agreements with university administrations and senates or other senior academic bodies, before course and program assessments are undertaken, which define the role of assessors and prescribe the nature of the recommendations they are to make.

It is important to emphasize that individual performance assessments for determining academic status should be conducted only within a university, following procedures and using criteria negotiated by the

faculty association or union and contained in the collective agreement or faculty manual. There are two reasons for this. First, performance in teaching, research or service will typically be related to local university criteria and standards, which may be neither understood nor appreciated by assessors from outside the university. Second, the judgments of outside assessors will not normally be subject to rectification through grievance and arbitration procedures.

This policy statement does not address the details of the assessment procedures. Because of the complexity of university programs and the various purposes of courses and program assessments, it is not possible to specify a single set of procedures for all cases. Procedures should be established in advance for each assessment or type of assessment, however. This statement makes a number of general recommendations.

Circumstances can occur where the faculty association or union may not need to agree explicitly to the details of the procedures.<sup>3</sup> Circumstances can also occur where the faculty association or union may agree to the necessity of an assessment, or may not agree. Therefore, this statement does not take a fixed position on agreement by the faculty association or union in all circumstances. Assessors, however, should ascertain the

views of the union or association, prior to undertaking to carry out an assessment.

The following guidelines are intended both for members of the academic community who are invited to serve as assessors of academic courses or programs and for the members of the academic units whose courses or programs are under review.

### Guidelines

#### Procedures

Course and program assessments must be conducted under open procedures which are scrupulously fair, give due regard to academic diversity and protect academic freedom. They should specify clearly how the specific terms of reference for an assessment will be prepared and approved, the procedures under which assessors will carry out their mandate, the regulations covering the circulation of draft and final reports and the means by which recommendations will be implemented. Where a course or program is to be assessed periodically, the assessments should be conducted at appropriate intervals.

#### 1.1

For all course and program assessments initiated by the administration of a university, or the senior academic body, the



# Comment éviter d'évaluer injustement les cours et les programmes

par Alan Andrews et Jon Thompson

Depuis quelques années, l'évaluation des cours et des programmes s'avère de plus en plus nécessaire, ce qui a sensibilisé l'ACPU au besoin de garantir l'exécution de ces évaluations en vertu de critères justes et conformes aux principes généraux d'équité de l'ACPU. Lors de l'assemblée de mai, le Conseil a adopté à l'unanimité un énoncé de principes sur l'évaluation des cours et des programmes universitaires.

Les auteurs du présent article, Jon Thompson et Alan Andrews, respectivement président sortant et président du Comité de la liberté universitaire et de la permanence de l'emploi, relatent certains des faits précédant l'adoption de cet énoncé de principes.

L'évaluation des cours et des programmes peut s'effectuer de façon à menacer sérieusement les professeurs, leur permanence et leur liberté universitaire. Pour réagir à cette situation, nous ne devons pas, cependant, empêcher la tenue d'évaluations. Nous devons plutôt chercher à régler le processus. Il existe au moins deux raisons pour le faire. La première tient du fait que les universités canadiennes sont subventionnées par l'Etat et qu'elles jouissent, par conséquent, de la confiance de la population. Elles ont l'obligation de rendre compte. Une part de cette obligation comprend l'examen des cours et des programmes. Si les universitaires refusent d'effectuer ces examens, on peut s'attendre à ce que des bureaucrates s'en chargent, soit à l'université, soit au gouvernement. Si cela se produit, on peut s'attendre à une injustice plus grande que celle relevée dans les exemples connus et insatisfaisants d'évaluation effectuée par des universitaires et qui caractérisent le processus et les résultats. Ce qui nous amène à promulguer des lignes directrices pour l'évaluation universitaire s'explique par la deuxième raison, c'est-à-dire qu'une évaluation juste effectuée par des universitaires peut servir à protéger la permanence et la liberté universitaire.

Il vaut la peine d'illustrer ces arguments par un exemple récent. Il y a trois ans, l'administration de l'Université de Toronto se préparait à fermer la faculté d'architecture

et d'aménagement paysager en s'appuyant sur une évaluation bureaucratique très injuste qui avait été menée secrètement par des administrateurs et qui n'avait été divulguée qu'après l'annonce de la fermeture. En réaction à cette décision, les professeurs touchés, l'association des professeurs de l'Université de Toronto, l'UAPUO et l'ACPU ont exigé que soit effectuée une évaluation juste par des universitaires compétents dans les disciplines visées mais étrangers à l'université. Les professeurs avaient confiance en cette méthode puisque des gens de l'extérieur avaient déjà évalué positivement diverses sections du programme. Fait intéressant à noter, l'administration de l'université, au lieu d'accepter la tenue d'une évaluation juste, a finalement changé d'idée et est revenue sur sa décision de fermer la faculté.

L'énoncé de principes a été élaboré en réponse à des cas d'évaluation effectuée par des universitaires qui ont été portés à l'attention du Comité de la liberté universitaire et de la permanence de l'emploi et qui paraissent injustes sous divers aspects: le but voulu, ou l'exécution comme telle de l'examen, ou l'usage ultérieur du rapport de l'évaluateur, ou sous ses trois aspects. Dans un cas particulier, l'évaluation du programme s'est transformée en évaluation du rendement de chaque professeur. Le rapport recommandait le congédiement de deux professeurs titularisés. Le rapport fut distribué à grande échelle, ce qui eut pour résultat de

faire faire une dépression nerveuse à une personne et de forcer une autre à tenter des poursuites contre l'université. Dans un autre cas, lequel fut par la suite l'objet d'un échange de correspondance dans le Bulletin de l'ACPU, le recteur de l'Université de Brandon a entrepris l'évaluation de toute une faculté en recourant à un évaluateur d'une autre université sans consulter les personnes ou les groupes touchés et sans dresser de lignes directrices raisonnables. L'affaire fut étalée sur la place publique et provoqua une controverse fort embarrassante. On accusa le recteur et l'évaluateur d'avoir essayé de démolir un département en particulier; on s'en prit à l'intégrité et à la compétence de l'évaluateur et le département fut tourné au ridicule parce que les professeurs insistèrent pour avoir des procédures justes.

Il importe que les évaluations universitaires tiennent compte du besoin d'avoir une diversité au sein de l'université. M. Michael Skolnik, professeur à l'IEPO, a étudié les appréciations et les évaluations des programmes de 2e et 3e cycles en Ontario qui sont effectuées par une section du Conseil des universités de l'Ontario. Dans un article publié l'année dernière, M. Skolnik a présenté un puissant argument pour illustrer comment l'évaluation des programmes universitaires peut encourager la conformité intellectuelle et étouffer la pensée et la méthode dans les universités, pour reprendre son titre. Il attribue ces effets, dans une large mesure, à la prédominance de scientifiques aux comités d'évaluation, à la préférence marquée et généralisée que l'on accorde au paradigme scientifique dans les milieux administratifs universitaires ainsi qu'à la composition et à la méthode particulière des sous-comités d'évaluations. Skolnik insiste pour dire que ce système défavorise les sciences humaines et les domaines connexes. Il signale, à l'instar

d'autres chercheurs sur le sujet, que le paradigme scientifique, du moins comme il est généralement compris et appliqué, peut encourager la conformité et étouffer la diversité même dans les domaines scientifiques.

L'élaboration de l'énoncé de principes est le fruit de plusieurs discussions entre les membres du Comité de la liberté universitaire et de la permanence de l'emploi, d'une diffusion auprès des associations de professeurs, de discussions à la conférence sur la négociation collective de l'année dernière et d'un débat à l'assemblée du Conseil d'octobre 1988. Il reconnaît la possibilité d'avoir une diversité d'évaluations et tente de fournir des lignes directrices qui seront applicables dans un éventail de circonstances. Il souligne que l'évaluation des cours et des programmes devrait servir uniquement à déterminer dans quelle mesure ils contribuent aux objectifs pédagogiques de l'université. Il est très important que les évaluations des cours et des programmes soient clairement distinctes des évaluations du rendement des professeurs pour des décisions d'ordre universitaire. L'évaluation en vue d'une promotion, de l'octroi de la permanence et du renouvellement d'un contrat doit s'effectuer en conformité avec des critères négociés par l'association de professeurs et prévus dans la convention collective ou le régime spécial où il existe des procédures permettant de corriger les résultats à l'aide de grief ou de l'arbitrage.

Le deuxième aspect de l'énoncé de principe consiste en une liste de contrôle pour les personnes à qui l'on demande de faire office d'évaluateurs. Il importe que les évaluateurs s'acquittent de leur tâche conformément à l'énoncé de principes sur l'éthique professionnelle et les relations professionnelles de l'ACPU, en particulier les directives qui font référence aux professeurs d'universités en tant que collègues.

## Evaluation<sup>1</sup> des cours et des programmes universitaires<sup>2</sup>

### Préambule

De plus en plus, l'administration des universités est appelée à faire évaluer la qualité et la pertinence des cours et des programmes d'études. Cette nécessité découle de la complexité des universités modernes, de la difficulté à maintenir des normes en période de sous-financement et de des gouvernements qui exigent qu'on leur rende compte pour les ressources fournies. L'évaluation des cours et des programmes universitaires peut être un bon moyen de maintenir la qualité. En outre, les programmes menant à un diplôme d'un bon nombre de disciplines professionnelles font périodiquement l'objet d'évaluation par des conseils nationaux d'accréditation, indépendants des gouvernements, dans le but de maintenir la qualité pédagogique. Quelque soit l'organisme qui entreprend l'évaluation, il faut évaluer les cours et les programmes avec soin et équité et dans le respect du droit à la liberté universitaire. Ces évaluations doivent également tenir compte de la diversité des rôles de l'université ainsi que parmi le personnel des facultés et des départements.

On peut réaliser les évaluations en vertu de procédures élaborées par une université à titre de méthode d'auto-analyse ou en vertu de procédures formulées au sein d'un système universitaire provincial comme moyen de garantir la qualité, de déterminer des niveaux suffisants de soutien ou en vertu de procédures mises au point par les conseils nationaux d'accréditation pour maintenir les normes nationales.

L'ACPU est d'avis qu'il faudrait évaluer les cours et les programmes dans le seul but de déterminer dans quelle mesure ils contribuent aux objectifs d'enseignement de l'université ou d'une discipline. Il ne faut pas y recourir pour évaluer l'efficacité de l'enseignement des professeurs. Il peut ne pas être possible, cependant, d'évaluer un cours ou un programme sans qu'il n'y ait de répercussions sur les professeurs qui en sont respon-

sables. Toutefois, les évaluateurs ne devraient se limiter qu'à la partie des responsabilités des professeurs qui est utile dans l'évaluation de la qualité des cours et des programmes faisant l'objet d'un examen. Avant la réalisation de l'évaluation des cours et des programmes, il importe donc que les associations de professeurs concluent, dans la plus large mesure possible, une entente avec le sénat, les administrateurs et autres instances supérieures de l'université qui définit le rôle des évaluateurs et qui énonce la nature des recommandations que ces derniers émettront.

Il importe de souligner que les évaluations du rendement individuel en vue de déterminer le statut universitaire ne devraient être effectuées qu'au sein de l'université en vertu de procédures et de critères négociés par l'association ou le syndicat de professeurs et prévus dans la convention collective ou le guide des professeurs. Ce principe s'explique de deux manières. D'abord, l'évaluation du rendement dans l'enseignement, la recherche ou les services à la communauté dépendent naturellement des critères et des normes de l'université, qui ne seront pas nécessairement compris ni appréciés par les évaluateurs de l'extérieur. En deuxième lieu, le jugement des évaluateurs de l'extérieur ne sera pas normalement rectifié au moyen de procédures de griefs ou d'arbitrage.

Le présent énoncé de principes ne s'attarde pas aux détails des procédures d'évaluation. Il n'est pas possible, à cause de la complexité des programmes universitaires et des divers buts de l'évaluation des cours et des programmes, de préciser une série distincte de procédures pour tous les cas. Il faut cependant établir à l'avance les procédures de chaque évaluation ou type d'évaluation.

Il peut arriver que l'association ou le syndicat des professeurs n'ait pas besoin d'accepter les détails des procédures. Il peut arriver également que l'association ou le syndicat des professeurs

puisse convenir de la nécessité d'une évaluation. Elle peut également ne pas être d'accord. Le présent énoncé, par conséquent, ne prend pas une position définie quant à l'accord de l'association ou du syndicat des professeurs en toute circonstance. Toutefois, les évaluateurs doivent s'assurer de l'opinion de l'association ou du syndicat avant d'effectuer une évaluation.

Le présent énoncé vise principalement à conseiller les universitaires qui sont invités à faire fonction d'évaluateurs des cours et les membres de l'unité d'enseignement dont les cours ou les programmes font l'objet d'une évaluation.

### Enoncé de principes

#### Procédures

L'évaluation des cours et des programmes doit s'effectuer dans le respect de procédures franches et scrupuleusement équitables, tenir compte de la diversité universitaire et protéger la liberté universitaire. Elle doit préciser comment seront rédigées et approuvées les modalités de l'évaluation, les procédures en vertu desquelles les évaluateurs exécuteront leur mandat, les règlements sur la diffusion des rapports préliminaires et définitifs ainsi que les moyens grâce auxquels les recommandations seront mises en oeuvre. Si un cours ou un programme nécessite des évaluations périodiques, il faut les effectuer à intervalles appropriés.

#### 1.1

Pour toutes les évaluations des cours et des programmes entreprises par l'administration d'une université ou par les instances supérieures, les procédures utilisées doivent avoir été acceptées ou négociées par l'association ou le syndicat de professeurs. Si les évaluations sont entreprises par des organismes externes, l'association ou le syndicat de professeurs, les instances supérieures et l'administration de l'université doivent fermement s'opposer aux évaluations injustes, qui ne pro-

tègent pas la liberté universitaire et/ou qui ne tiennent pas compte de la diversité universitaire. Les unités d'enseignement dont les cours ou les programmes font l'objet d'une évaluation doivent avoir le droit de divulguer les procédures utilisées, les compétences des évaluateurs et l'évaluation finale.

#### 1.2

En ce qui concerne la nomination des évaluateurs, les procédures acceptées doivent au moins prévoir que:

#### 1.2.1

Les évaluateurs sont nommés au moyen de procédures qui ont reçu l'accord de l'association ou du syndicat des professeurs ou qui ont été négociées par cette dernière pour toutes les évaluations entreprises par l'administration ou les instances supérieures de l'université. L'unité d'enseignement faisant l'objet de l'évaluation doit avoir l'occasion de proposer les évaluateurs et de donner son avis sur la pertinence de ceux proposés par l'université ou d'autres organismes ou de contester ce choix. Les évaluations doivent s'effectuer par des spécialistes de la discipline.

#### 1.2.2

Toute la communication avec les évaluateurs ou les évaluateurs possibles sera rédigée dans un ton neutre et sera non confidentielle.

#### 1.2.3

Les évaluateurs représentent une variété d'opinions équitables parmi les universitaires de la discipline de l'unité d'enseignement faisant l'objet de l'évaluation.

### Liste de contrôle pour les évaluateurs

#### 2.1

Les personnes qui sont invitées à participer à l'évaluation de cours et de programmes doivent étudier attentivement les questions posées dans la

voir "Evaluation", à la page 9



# Of Belfast and Beirut: Prejudice as Thought Process

by F.K. Donnelly  
Professor of History  
University of New Brunswick

The phone rings in my university office. It's my secretary trying to transfer a call from a person who wants to speak to the British historian. The next thing I know I'm on the line with a person who begins with an innocent sounding question: "Do you know that this is the 400th anniversary of the defeat of the Spanish Armada?" Yes, I do know that and I enter into a polite discussion with my caller on the subject of the relative lack of coverage of this momentous anniversary in the North American press. It all seems simple enough and I fully expect this to be a short conversation as I have a lot of preparatory work at the beginning of term. Not so, my caller has another question: "Do you know that as the Armada rounded the British Isles on its return voyage some of its sailors were shipwrecked on the west coast of Ireland?" Yes, I do remember reading that somewhere. It's one of those minor chapters in a larger story that one files away somewhere as it's of little consequence. But not for my caller who thinks, on the contrary, this little known episode explains certain important aspects of twentieth century current events.

I listen in silence as the grand scheme is unfolded for me. It seems these shipwrecked sailors from the Armada of 1588 "would have been" Moors, that is Arabs. Taken in and adopted by local communities the grateful seamen became Roman Catholics but not before they imparted certain cultural and genetic traits to the entire population of Ireland. In addition to black hair features common among many Irish, they also passed on to the entire nation the Arab tendency to be "lazy" and to engage in "terrorism".

At this point I interject a comment: How could a few sailors so deeply influence the culture of a whole country? My caller has the answer: They (the Moors) all had huge families with about 15 children in each. Before I can offer any historical evidence to contradict these clock cuckoo land demographics, my caller is off again. The Armada-Arab connection also explains certain Irish words, the relative backwardness of Ireland, as well as the mid-nineteenth century famine emigration.

I get a word in to try and suggest that the current events in Ireland are better explained by looking at more recent history and that the genetic trait of black hair can arise from other ethnic origins. My caller will have none of it. Facts are facts: Armada sailors were Arabs who landed on the Irish coast and imparted their laziness, their terrorism and their black hair to the local population. I introduce a polite word of caution to the effect that we should avoid stereotyping

any cultural group as lazy. My caller agrees but insists that in the cases of the Arabs and the Irish the charge is justified by its accuracy. I decide to terminate the conversation which is leading nowhere. Before I do so I learn one interesting fact about my caller's background. My Arab-Irish theorist explains that she is of Irish descent and so therefore these remarks are not motivated by prejudice. Indeed I do not detect any malice in her tone of voice. In her words: "I can say this because I'm Irish myself". Soon after this extraordinary revelation the phone call ends.

I try to put this absurd conversation out of mind as an oddity, a ridiculous public relations aspect to the job of a history professor. But in retrospect my caller's twisted thinking is annoyingly analogous to many prejudiced beliefs, including anti-semitic conspiracy theories and our own home-grown Canadian anti-French fantasies. I search for common threads; attempt an analysis of my bizarre telephone conversation, and scurry to my bookshelves to find some reference works on the Spanish Armada.

The true and verifiable historical fact that shipwrecked Armada sailors ended up in Ireland has been magnified out of all proportion to its significance by my caller. Most of these miserable wretches drowned trying to get to shore; survivors were in some cases massacred by the local Irish inhabitants, while others were rounded up for execution by the English military. A few lucky ones of elite status were held for ransom and some groups somehow managed to escape to Scotland. One shipwrecked crew was sheltered by the local population and helped to board a Spanish vessel further down the coast. Unfortunately this humanitarian episode ended in tragedy as the ship was later lost at sea with no survivors.

Most who came ashore in Ireland from the Armada were Spaniards, but some were Portuguese and Dutch as far as historians can tell. Not only were these sailors few in number but my caller has made them into Moors, so a plain error is introduced into this pseudo-explanatory chain. Moreover, the notion still current in the West of Ireland that the dark and swarthy features of some Irish are explained by the Armada shipwrecks is a simple myth. Then my caller's imaginary Irish-Arabs have to be prolific and are given an improbable 15 offspring per family. This is a statement without any evidence but it is a dangerous one because it feeds on a popular fallacy about pre-industrial family sizes. It is also based on the unproven assumption that these imaginary Irish-Moors had a birthrate different from that of the host population. Then the Arab-Irish link must be made to ex-

## To the Editor

### Research ethics

In Peter King's interesting article, "Academic Freedom, Tenure and Unpopular Views (April, 1989, page 4), he says that universities justifiably require faculty members to submit their research proposals for institutional approval, but only for certain narrow and very specific purposes. "It is reasonable for the University to want to know and approve any use of the university facilities. . . it should also require disclosure of significant research commitments and the sources of funding, but it should not go beyond that."

In fact, there is one additional and very important purpose which university offices of research administration have in mind when reviewing grant applications to see if institutional approval should be given to them. This purpose is to remind investigators of standards which the scholarly community as a whole wishes to see observed in certain types of research. On-campus peer review committees have been established in most Canadian universities to form judgements as to whether research proposals meet the standards or not. Memorial University has three such committees. The Office of Research performs a watchdog function, making sure proposals do not receive university approval unless they have cleared the peer review. The committees review projects which involve radiation and bio-hazards, the use of animals in experiments, and the in-

volvement of human subjects in research (ethics).

On that last subject, I saw the most amazing item in the newspaper recently (*Globe and Mail*, April 29). A report from University of Western Ontario indicated that a faculty member there — having bypassed the usual procedures for getting ethics approval — would be disciplined by being denied access to a pool of psychology students. UWO president, George Pedersen, explained this pool. "All first-year students", he said, "are asked to either participate in the research pool or write critiques of five scholarly papers."

Using this procedure to recruit subjects for experiments seriously conflicts with the important ethical principle of consent freely given after full information. Nationally-recognized SSHRC regulations on ethics discuss the special sensitivities involved with captive populations, after stating in part "There should be no coercion, constraint or undue inducement. . . participants should understand that they may withdraw at any time". Western's tradition — which according to rumour is shared by a few other central Canadian universities — is to assemble populations that have been actually coerced, and to be so callous about this obvious breach of ethics as to actually discuss it in public.

Malcolm Macleod  
Deputy Director, Office of Research  
Memorial University of Newfoundland

## Journal Editors Meet

One hundred and sixty people took part in a conference held in Ottawa at the beginning of March, organized by the Aid to Scholarly Publications Programme/Programme for the Development of Research Communication of the Canadian Federation for the Humanities and the Social Science Federation of Canada.

There were plenary sessions followed by workshops which concentrated on the funding of Canadian Learned journals, both through the SSHRC Aid to Learned Journals Programme and through the universities; on the perennial problems of marketing and distribution; and on the strengths and weaknesses of peer review.

The invited guest speaker at the conference was Dr. Paule Leduc, President of SSHRC. She drew particular attention to the problems created by the proliferation of journals, many of which have small circulations and a highly specialized focus. She identified, as a key issue, the means by which SSHRC was to encourage a broader dissemination of research.

In the course of the discussions two themes developed. The first was the need for the journal editors to help each other. A possible means of doing this would be to establish an Association of Journal Editors to provide the formal contact. The goals of such an association would be to lobby, to share expertise and allow continuous communication. The second theme was the requirement that SSHRC and the editors help one another. SSHRC devotes 3% of its budget to the support of 142 scholarly journals. The support is allocated by means of a competition which has an eighty percent success rate. In implementing funding systems, SSHRC must respond to the agendas and budget priorities of the government. Journal editors should be able to help SSHRC define and clarify the issues which affect the funding systems.

plain everything from black hair to terrorism by the exclusion of any other evidence to the contrary. For good measure the whole cock-eyed edifice also rests on pure prejudice against Arabs who, it is assumed, are all lazy terrorists. The Irish are also slandered but this is rationalized by a confession of ethnic kinship.

There is another aspect to this twisted conversation that is of considerable importance to those of us who labour in the broad fields of education. My caller was genuinely enthusiastic about her "discovery" of these hitherto little known connections that to her at least explain current political events. There is

a real excitement in the feeling, however ill-founded on factual evidence, that one possess hidden, arcane or even secret knowledge. By contrast my own academic efforts to challenge my informant's beliefs appear to her to be little more than pedantry intended to dampen this same enthusiasm. To her, my objections are the academic's typical sophistry that betrays a resentment of public involvement in the study of history and culture. Why bother with all these factual complications and logical doubts about her theory? In her view it's all so simple with some of the current world troubles reduced to the simple formula: Belfast equals Beirut.



## Assessment

continued from page 6

procedures should have the agreement of, or have been negotiated by, the faculty association. In the case of assessments initiated by outside agencies, all of the faculty association or union, senior academic body and university administration should actively oppose assessments which are unfair, or do not give due regard to academic diversity. The academic unit(s) whose courses or programs are being assessed should have the right to make the procedures, the credentials of the assessors and the final assessment report public.

### 1.2

As to the appointment of assessors the agreed procedures should ensure:

#### 1.2.1

That assessors are appointed by procedures which have the agreement of or which have been negotiated by the faculty association or union, for all assessments initiated by the administration or the senior academic body. The academic units to be assessed should have an opportunity to propose assessors and to comment on, or challenge, the suitability of assessors proposed by the university or other agencies. Assessments should be carried out by specialists in the discipline.

#### 1.2.2

That all communication with assessors or potential assessors be neutrally worded and not confidential.

#### 1.2.3

That assessors represent a fair range of academic opinion within the discipline of the academic unit to be assessed.

### Checklist for Assessors

#### 2.1

Those invited to participate in the assessment of academic courses and programs should consider carefully the matters raised in the following checklist and should seriously consider declining to serve if the university administration and/or the faculty association or union is not able to provide affirmative answers to the following questions.

#### 2.1.1

Does the faculty association or union within the university agree and does the senior academic body agree that an assessment is needed and should be carried out and is there agreement on the terms of reference for the assessment, the procedures to be used and the standards to be applied?

#### 2.1.2

Is the university administration able to provide reasonable assurance that the members of the academic unit or units to be assessed will cooperate in the process by meeting with the assessor or assessors and by providing oral and written information (including complete individual curricula vitae) and other required background information? (Note: When the necessity of a course or program assessment has been established by reasonable means, and when fair and objective procedures for the assessment have been adopted within universities, members of the academic community have a professional obligation to co-operate fully in the implementation of the procedures.)

#### 2.1.3

Do the procedures for the selection of assessors include the opportunity for the academic unit or units concerned to participate effectively in the process, with due regard to the participation of members representing the whole range of academic diversity within the unit? Do the criteria and procedures have the approval of the faculty association or union, and the senior academic body and has the university administration implemented the criteria and procedures fairly and objectively?

### 2.1.4

Has the university administration provided to the academic unit(s) the names and academic credentials of all persons who will participate in the assessment process?

### 2.1.5

Has the university administration agreed in writing to provide an appropriate honorarium and is there agreement on when it will be paid? Has the university administration made appropriate arrangements for travel and living expenses and other out-of-pocket expenses associated with the assessment?

### 2.1.6

Do the guidelines for the assessment ensure that those immediately concerned (including, for example, the members of the academic unit involved, the members of the senior academic body, members of the university administration and, if appropriate, students) will have an opportunity to comment on the full draft report of the committee?

### 2.1.7

Do the guidelines for the assessment make clear how widely the draft and final reports of the assessors will be distributed within and outside the university?

### 2.1.8

Do the guidelines for the assessment provide a fair and appropriate mechanism for considering recommendations arising out of the assessment and for ensuring that they are fairly implemented?

### 2.1.9

Has the university undertaken to provide assistance in any legal action arising from an assessment?

### Responsibilities of Assessors

#### 3.1

Assessors should bear in mind at all times that this function is to determine the extent to which the courses or programs which they are assessing are contributing to the academic objectives of the university. Course and program assessment should not be used as an opportunity to evaluate the individual academic performance of members of the academic unit.

#### 3.2

Those members of the academic community who undertake to participate in an academic assessment have an obligation to carry out their responsibilities fairly and objectively and in accordance with relevant CAUT policy statements and the terms of reference provided to them. Their attention is drawn in particular to the CAUT Policy Statement on Professional Ethics and Professional Responsibilities, and especially section 4, "University Teachers as Colleagues". No participant should have privileged access to the assessors.

#### 3.3

Assessors should actively seek out contributions from the full range of academic diversity within the unit.

#### 3.4

Assessors should discontinue an assessment or refuse to write or submit a report if, at any time, they feel that the terms under which they agreed to act have been seriously breached or if they are convinced that their reports will be used unfairly or inappropriately. In such circumstances assessors should be prepared to return an appropriate portion of any honorarium they may have already received.

Approved by Council, May 1989.

- 1 The terms review or appraisal are often used as alternatives to the term assessment.
- 2 The term "programs" is used here in a broad sense. For example, it could refer to the graduate program of a specific department, all programs of an entire faculty, all courses on a specific topic, or all programs in a given discipline offered by the university system of a province or region, to mention only a few possibilities.

- 3 An example of a situation where the faculty association or union may not need to agree explicitly to the procedures for the assessment is in the case of a degree program accreditation review by a national disciplinary group using standard procedures which are fair.
- 4 The doctrine of qualified privilege protects faculty members who are required to form

## Evaluation

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liste ci-après et envisager sérieusement de refuser l'invitation si l'administration de l'université ou l'association ou le syndicat des professeurs ou les deux ne peuvent répondre positivement aux questions suivantes.

#### 2.1.1

Est-ce que l'association ou syndicat des professeurs et l'instance supérieure de l'université conviennent de la nécessité d'une évaluation et qu'elle devrait s'effectuer? Est-ce qu'il existe une entente sur le mandat de l'évaluation, les procédures à utiliser et les normes à appliquer?

#### 2.1.2

L'administration de l'université est-elle en mesure de veiller à ce que les membres de l'unité ou des unités d'enseignement qui feront l'objet d'une évaluation y collaborent en rencontrant le ou les évaluateurs et en fournissant verbalement ou par écrit des renseignements, y compris un curriculum vitae complet, et autres renseignements exigés? (Remarque: Lorsque la nécessité d'évaluer un cours ou un programme a été démontrée par des moyens raisonnables, et lorsque des procédures équitables et objectives d'évaluation des programmes d'études ont été adoptées au sein des universités, les universitaires ont l'obligation professionnelle de collaborer entièrement à leur mise en oeuvre.)

#### 2.1.3

Est-ce que les procédures de sélection des évaluateurs donnent l'occasion aux professeurs de l'unité ou des unités visées de participer efficacement à cette sélection, en tenant compte de la représentation de tous les échelons du corps professoral à l'intérieur de l'unité? Est-ce que les critères et les procédures ont reçu l'approbation de l'association ou du syndicat des professeurs et des instances supérieures et est-ce que l'administration de l'université a mis en oeuvre les critères et les procédures avec équité et objectivité?

#### 2.1.4

Est-ce que l'administration de l'université a fourni aux unités d'enseignement le nom et les compétences universitaires de toutes les personnes qui participeront à l'évaluation?

#### 2.1.5

Est-ce que l'administration de l'université a accepté par écrit de verser des honoraires suffisants et est-ce qu'une entente a été convenue quant au moment où ils seront versés? Est-ce que l'administration de l'université a pris les dispositions nécessaires quant aux dépenses de déplacement et d'hébergement ainsi que les débours associés à l'évaluation?

#### 2.1.6

Est-ce que les lignes directrices de l'évaluation prévoient que les personnes immédiatement visées, par exemple les professeurs de l'unité d'enseignement touchée, les membres des instances supérieures, les administrateurs de l'université et, le cas échéant, les étudiants, auront l'occasion de commenter l'ensemble du rapport préliminaire du comité?

#### 2.1.7

Est-ce que les lignes directrices de l'évaluation précisent l'étendue de la diffusion interne et externe des rapports préliminaire et définitif?

#### 2.1.8

Est-ce que les lignes directrices de l'évaluation prévoient un mécanisme équitable et approprié en vue d'étudier les recommandations découlant de l'évaluation et de s'assurer qu'elles sont mises en oeuvre avec équité?

#### 2.1.9

Est-ce que l'université a prévu offrir de l'aide en cas de poursuite découlant de l'évaluation?

#### 2.1.10

Est-ce que les lignes directrices prévoient une protection suffisante contre les pressions indues exercées par des individus ou des groupes à l'intérieur de l'unité?

### Responsabilités des évaluateurs

and convey opinions about colleagues provided they do so honestly and in good faith. This does not mean that assessors cannot be sued but that the chance of a successful legal action against them is remote (see "Written Reasons and the Risk of Libel Actions", CAUT Information Service, Tab 8, pp.2-9).

### 3.1

Les évaluateurs ne doivent jamais oublier qu'il leur incombe de déterminer dans quelle mesure les cours ou les programmes d'études qu'ils évaluent contribuent aux objectifs d'enseignement de l'université. L'évaluation des cours et des programmes ne doit pas servir de prétexte pour évaluer le rendement individuel des professeurs de l'unité d'enseignement.

### 3.2

Les universitaires qui acceptent de participer à une évaluation des cours et des programmes sont tenus d'exécuter leurs responsabilités avec équité et objectivité conformément aux énoncés de principes de l'ACPU et au mandat qui leur est confié. Nous aimerions, en particulier, attirer leur attention sur l'énoncé de principes de l'ACPU sur l'éthique professionnelle et les relations professionnelles, dont l'article 4, "Les professeurs d'université en tant que collègues", est, à cet égard, particulièrement pertinent. Aucun participant ne devrait avoir un accès privilégié auprès des évaluateurs.

### 3.3

Les évaluateurs doivent solliciter activement des contributions de tous les paliers du corps professoral à l'intérieur de l'unité.

### 3.4

Les évaluateurs doivent interrompre une évaluation ou refuser de rédiger ou de soumettre un rapport s'ils estiment que le mandat qu'ils ont accepté de remplir a été sérieusement enfreint ou s'il s'est convaincu que leur rapport sera utilisé injustement ou de façon inopportune. En de telles circonstances, les évaluateurs doivent être disposés à rembourser la part des honoraires qui leur a été versée.

### Approuvé par le Conseil, mai 1989

- 1 Dans la version anglaise, les mots "review" ou "appraisal" sont souvent utilisés comme substitut au mot "assessment".
- 2 Le terme "programmes", dans le présent énoncé, a un sens général. Ainsi, il peut faire référence, entre autres, au programme de 2e ou 3e cycle d'un département donné, à tous les programmes d'une faculté, à tous les cours d'une discipline donnée, ou à tous les programmes d'une discipline donnée offerte par le système universitaire d'une province ou d'une région.
- 3 A titre d'exemple d'une situation où l'association ou le syndicat peut ne pas avoir besoin d'accepter les procédures d'une évaluation, on peut citer le cas de l'évaluation visant à sanctionner un programme menant à un diplôme effectuée par un groupe disciplinaire national utilisant des procédures normalisées et équitables.
- 4 La doctrine de l'immunité relative protège les professeurs qui sont tenus de formuler et de communiquer des opinions sur des collègues pourvu qu'ils le fassent honnêtement et de bonne foi. Cela ne veut pas dire que les évaluateurs ne peuvent pas être poursuivis. Toutefois, les poursuites intentées contre eux risquent probablement d'échouer. (Voir Énoncé de principes sur les poursuites en diffamation découlant de responsabilités et d'activités universitaires, Service d'information de l'ACPU, onglet 8, pp.2-10.)

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# Status of women column

## PART-TIME FACULTY:

A challenge for the faculty association  
by Maroussia Ahmed  
(Chairperson, Committee on the Status of Women  
McMaster University Faculty Association)

The results of a survey on part-time faculty at McMaster University were the object of a paper prepared and presented by Professor Isik Zeytinoglu with the collaboration of Professor Maroussia Ahmed, at the CAUT Status of Women workshop in Vancouver (Oct. 20-22, 1988). Here is a summary of the survey followed by some personal comments.

Institutions lack a tradition in dealing with part-timers, since in the past, most of these employees have been transitional. Their rights were usually defined by the person who hired them with the result that the institution exercised little control over the hiring of part-timers and assumed little responsibility for their problems. These considerations changed as the growing ranks of long term part-timers became more vocal (Byles and Tuchman, 1986). While part-timers differ in terms of their motivations for being part-timers, and aside from some differences linked to geographical or historical specificity of their university, they share the same working conditions, as it became apparent after we had compiled previous studies undertaken in other universities (see bibliography). They do not enjoy the same rights and privileges as their full-time colleagues, such as job security, participation in the academic decisions, access to research money and services, etc. Women are particularly affected by this situation; they constitute 17% of the full time faculty, but they account for about half of the part-time faculty. Sensing that McMaster would not prove to be different, the Status of Women Committee of the McMaster University Faculty Association intended, with the help of data released by the survey they undertook in September 1987, to define what improvements the Faculty Association might be able to negotiate for its part-time faculty. As the survey was progressing, some part-time faculty mobilized their colleagues to unionize (as had been the case at the Universities of Ottawa, Trent, York, etc.) with the hope that certification would bring better improvements faster. Their efforts became successful during the summer of 1988 when they were certified as a branch of C.U.E.W.

We chose to define part-timers as "Those individuals whose teaching appointment is contractually limited to less than full-time employment as defined by their departments and contains no implication for extension". We eliminated the part-timers who had an outside employer (they were mostly males from the Faculty of Business or Engineering), that is 61% of the 193 recorded part-time faculty. We focused on the remaining 49% (74 part-time faculty of whom 39 responded), that is 52%. The majority (63%) of our respondents were female.

The questionnaire sought background data, employment data, research and publication data, departmental affiliation and participation. All answers were analyzed by using Minitab Statistical package.

The survey revealed the following results (among others) worthy of our attention.

- The distribution of rank within each sex shows that females dominate lower ranks (75% of females are lecturers or below). (see Table 2)
- The part-time faculty have attained a high level of education and more female faculty than male are presently working towards a PhD degree: 32% of the respondents hold a PhD degree (more males than females) and 61% have a Masters degree;

data also indicates that 38% are continuing their education and, of those working on their PhD's, 54% are female. Moreover, 68% of the respondents are pursuing research interests (books, articles, conferences) often at their own expense. (see Table 4)

- While part-timers teach 7 units on average, 23% teach between 12 and 21 units.
- More than half of our respondents (57%) and more females than males depend on their salary as sole or major income. The average salary per unit was calculated to be \$1063 and we therefore assume that the average annual salary for part-time faculty amounts to \$7441 per academic year. (see Table 3)
- More than half of the respondents (58%) indicated their interest in a full-time position (more males than females).
- As they maintain personal contacts with colleagues, the vast majority (75%) of the respondents feel that they live in an academic limbo. They do not participate in the decision-making processes and have no access to research funding or services (typing, computers, etc. . .)

After reading other recent reports on the question, one cannot fail but notice that in spite of growing awareness, little progress has been made since CAUT issued its brief in 1982. It seems that the law of supply and demand, prevails over the recommendations made by faculty associations or unions. Furthermore, when part-time and full-time faculty belong to two different organizations or unions, it tends to create two classes treated differently by the administration (Rajagopal, Farr, 1987). Thus, the solidarity between these two groups is important.

Initially perceived as a temporary situation, the hiring of part-time faculty has become a permanent feature which, by choice or by economic necessity, tends to be on the increase rather than on a decrease.

Our survey (as did others, though less analytical) indicates that part-time faculty expect from the university a fair resolution of the following issues they have identified: job security, seniority, salaries and benefits, access to services, participation in decision-making processes, access to full-time positions. . .

Our experience shows that surveys are perceived by female faculty as a channel of communication in raising their concerns in order to improve their working conditions (we are presently conducting a very extensive survey on "Integration of Female Faculty at McMaster University"). We feel that reports undertaken analytically are important and useful as a tool, but the implementation of their recommendations constitutes the crucial stage, as suggested in the "CAUT policy on positive action". (1986) Therefore as suggested by the same CAUT policy, the creation of a University-wide supervisory body to monitor (oversee) the implementation would prove to be essential if we want to see progress. But the Faculty Association may not be the only channel for forwarding recommendations. It could also be done through other appropriate channels, such as the employment equity committee.

The University has become a large corporation and we are witnessing the increase in number and importance of interest groups within the faculty (part-timers, clinical faculty, librarians). It seems to be difficult for the Faculty Association to maintain its homogeneity, as interest groups have some needs and concerns that are specific as well as the ones they share with the faculty-at-large. We are therefore facing a danger of balkanisation which could lead to the weakening of each group if they detach themselves from the Faculty Association.

The building of a strong federation of interest groups under the umbrella of a more flexible Faculty Association would prove to be beneficial to all concerned.

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TABLE 1

Respondents by Academic Rank and Highest Degree Held (in percentages) (N = 38)

ACADEMIC RANK	DEGREE HELD			Total
	Ph.D.	Master's	Bachelor's	
Professor	0	0	0	0
Assoc. Professor	7.89	2.63	—	10.53
Assis. Professor	18.42	2.63	2.63	23.68
Lecturer	5.26	42.11	—	47.37
Other	—	13.16	5.26	18.42
Total	31.58	60.53	7.89	100.0

TABLE 2

Distribution of Rank within each Sex (in percentages) (24 females, 14 males)

ACADEMIC RANK	SEX	
	Female	Male
Professor	0	0
Assoc. Professor	8.33	14.29
Assis. Professor	16.67	35.71
Lecturer	54.17	35.71
Other	20.83	14.29
Total	100.0	100.0

TABLE 3

Financial Dependence on McMaster Salary — Distribution within each Sex (in percentages) (N = 37) (23 Females, 14 Males, 1 No Response)

INCOME	SEX	
	Female	Male
Sole	26.09	28.57
Major	34.78	21.43
Minor	26.09	42.86
Insignificant	13.04	7.14
Total	100.0	100.0

TABLE 4

Publications by Sex (N = 34)

PAPERS	SEX		All
	Female	Male	
Yes	23.53	26.47	50.00
No	38.24	11.76	50.00
All	61.76	38.24	100.0
BOOKS			
Yes	20.00	0.00	20.00
No	48.00	32.00	80.00
All	68.00	32.00	100.0
CONFERENCE PAPERS			
Yes	31.58	23.68	55.26
No	31.58	13.16	44.74
All	63.16	36.84	100.0



## CANADIAN-SOVIET EXCHANGE

The Canadian Institute for International Peace and Security invites applications for a limited number of places for its 1990 exchange programme with the Institute of the USA and Canada of the Soviet Academy of Sciences. Senior Canadian scholars interested in Soviet research or policy-making in areas of the Institute's mandate — arms control, disarmament, defence, conflict resolution, and related questions — are invited to submit proposals for research visits of up to one month. Knowledge of the Russian language will be regarded as an asset.

The deadline for submissions is 30 June 1989. Announcement of the successful candidates will be made in September, 1989. Additional information on the materials to include in an application may be obtained from:

The Research Division  
Canadian Institute for International Peace and Security  
360 Albert Street  
Suite 900  
Ottawa, Ontario  
K1R 7X7  
Tel: (613) 990-1593  
Fax: (613) 583-0684



### McMaster University PRESIDENT AND VICE-CHANCELLOR

McMaster University invites applications and nominations for the position of President and Vice-Chancellor.

McMaster University in Hamilton, Ontario, has an enrolment of more than 16,000 full-time and part-time students. The University offers undergraduate and graduate education in the Faculties of Business, Engineering, Health Sciences, Humanities, Science, and Social Sciences, and has a strong commitment to graduate studies and research.

The President is the chief executive officer responsible for the administration of both the academic and non-academic affairs of the University. Pursuant to the McMaster University Act (1976), the President must be a Canadian citizen.

Candidates should have qualifications appropriate for a senior academic appointment and should possess administrative experience and proven leadership ability.

The appointment will be made initially for a term of five years and is effective 1 July, 1990.

Nominations and applications should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for the Presidency. A curriculum vitae should be included. All applications and nominations will be treated in the strictest confidence and should be submitted, accompanied by the curriculum vitae, before August 31, 1989 to:

Mr. J.P. Evans, Secretary  
Committee to Recommend a President  
McMaster University  
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McMaster University is an employment equity employer.



### Faculty Positions Computational Science University of Saskatchewan

Applications are sought for a number of tenure-track positions commencing July 1, 1989. It is anticipated that appointments will be made at the rank of Assistant Professor, although in exceptional situations a case may be made for appointment at the rank of Associate Professor. Applicants must have a Ph.D. in Computer Science or a closely-related discipline (or be nearing completion of this degree). Candidates in all areas of Computer Science are invited; however, candidates specializing in database, computer graphics, artificial intelligence, systems, VLSI, or theory are especially encouraged.

The University of Saskatchewan services 16,000 full-time students on an attractive campus overlooking the South Saskatchewan river in Saskatoon. Computational Science is a young, active department of 16 providing B.Sc., B.Comm., M.Sc., and Ph.D. degrees to students in a number of different colleges, along with combined-degree programs to students in the College of Engineering. The Department's research laboratory provides a wide range of state-of-the-art computing facilities, featuring SUN, HP, Xerox, and Symbolics workstations on an Ethernet LAN. Undergraduate facilities include both microcomputer and workstation networks.

Although "in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents first", all qualified applicants are encouraged to apply. Please direct applications or inquiries to:

Dr. R.B. Bunt, Head  
Department of Computational Science  
University of Saskatchewan  
Saskatoon, Saskatchewan S7N 0W0  
Canada  
Phone: (306) 966-4886  
e-mail: bunt1@skorplo.usesk.ca

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### TOURISM MANAGEMENT NATURAL RESOURCES MANAGEMENT PROGRAM SIMON FRASER UNIVERSITY

Applications are invited for a tenure-track appointment beginning 1 September, 1989 subject to budgetary authorization. The appointee will develop an area of specialization in tourism planning, teach graduate courses, direct graduate research, and conduct personal research in a dynamic interdisciplinary program. A Ph.D. degree, practical experience, and an emphasis on parks and recreation planning are desired. Preference will be given to candidates eligible for employment in Canada at the time of application. Closing date: 30 June 1989 or until filled. Send curriculum vitae, transcripts, samples of relevant publications, and request three referees to send confidential letters of recommendation directly to: Dr. F.J. Guntton, Director, Natural Resources Management Program, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada.

### ACADIA UNIVERSITY

Le Département de français, Acadia University, recherche un(e) professeur(e) de français langue seconde pour un poste de 9 mois à dater de septembre 1989. Exigences: 1) Niveau minimum requis, maîtrise en français, préférence sera donnée au candidat(e) dont le doctorat est en voie d'achèvement; 2) Expérience dans l'enseignement de la langue au niveau universitaire. Adresser un curriculum vitae, et faire envoyer trois lettres de référence à Dr. R. Gilmenez, directrice, Département de français, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Se référer au poste no. 0510 R. R. et salaire conforme aux normes de la Convention Collective. Les candidatures seront reçues jusqu'à l'attribution du poste. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Acadia University a une politique d'égalité en matière d'emploi.



### University of Alberta Edmonton

### Lecturer in Anaesthesia Faculty of Medicine

The Department of Anaesthesia, Faculty of Medicine, University of Alberta, Edmonton invites applications for a lecturer position. This is a term position of one year's duration, which will demand a commitment to research and teaching, as well as to clinical activities. The University of Alberta Hospitals is a 1000-bed tertiary care facility primarily serving Northern Alberta. Candidates must be eligible for licensure in the Province of Alberta. Remuneration is \$40,000 plus payment of relocation expenses, academic travel, and malpractice insurance. Deadline for applications is June 30, 1989.

In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants are invited to send a curriculum vitae and the names of three references to:

Dr. Douglas B. DuVal, Acting Chairman  
Department of Anaesthesia  
University of Alberta Hospitals  
8440 - 112 Street, WMC 3B2.32  
Edmonton, Alberta T6G 2B7  
Telephone: (403) 492-8887

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### ACOA CHAIR IN TECHNOLOGY MANAGEMENT AND ENTREPRENEURSHIP FACULTY OF ENGINEERING UNIVERSITY OF NEW BRUNSWICK

The Faculty of Engineering at the University of New Brunswick invites applications for the Chair in Technology Management and Entrepreneurship. The appointment will be made on or after 1 September 1989, to suit the needs of the successful candidate.

The Chairholder will be expected to provide educational and practical training on technology management to current students in engineering and related fields. A primary responsibility will be to develop and operate a one-term diploma programme in Entrepreneurship and Technology Management.

In addition the Chair will provide an opportunity for educational upgrading of employees from the private sector, and for more effective university-industry liaison in technology management and development.

In addition to an engineering degree, applicants for this Chair should have extensive experience in entrepreneurship and technology management, and strong interest in interacting with Canadian industry.

The Chairholder will report directly to the Dean of Engineering. Rank and salary will be determined according to qualifications.

UNB Engineering is known for teaching, research and graduate studies. This activity has an enrolment of 1200 undergraduate and 250 graduate students, and considerable external research funding. In addition to the Departments of Chemical, Civil, Electrical, Forest, Mechanical and Surveying Engineering, the Faculty has programs and options in Geological, Nuclear and Computer Engineering and is associated with several research institutes and centres, and thus provides an ideal basis for initiatives in entrepreneurship and technology management.

All qualified candidates are urged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents in Canada.

Applicants are requested to submit a curriculum vitae, a brief statement of interest and the names and addresses of three referees to:

Dr. F.R. Wilson, P.Eng.  
Dean of Engineering  
University of New Brunswick  
P.O. Box 4400  
Fredericton, NB E3B 5A3

Telephone: (506) 453-4570 Fax: (506) 453-3568

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UNIVERSITY OF NEW BRUNSWICK





## PHARMACOLOGY &amp; TOXICOLOGY

Queen's University, Department of Pharmacology and Toxicology: Applications are invited for a five-year term appointment at the rank of Lecturer. This position is expected to commence September 1, 1989. The major requirements of the appointment are a Ph.D. degree in Pharmacology and Toxicology and excellence in undergraduate teaching. Nature of Duties: The appointee will participate in the teaching of undergraduate pharmacology courses, coordinate teaching laboratories and participate in the development of new teaching exercises, including computer based teaching. Candidates should have some experience in undergraduate teaching and have a commitment to excellence and enthusiasm in this endeavour. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and three letters of reference to: Dr. K. Jhemandas, Professor and Head, Department of Pharmacology and Toxicology, Queen's University, Kingston, Ontario, K7L 3N6.



University of Alberta  
Edmonton

## Tenure Track Position Department of Educational Psychology

The Department of Educational Psychology invites applications for a 0.50 tenure track position with specialization in the areas of Development, Learning or Adolescent Psychology. Part of the assignment will include the teaching of undergraduate and graduate courses in these specialized areas of Educational Psychology. The balance of the assignment will be developed in conjunction with the Assistant Dean (Practicum) and will help establish and sustain collaborative, school-based practice as well as help develop and provide in-service seminars for cooperating teachers and principals. This individual will provide an important link for the Department with the B.Ed. program and with school-based personnel.

The appointment will be at the Assistant Professor level effective September 1, 1989. Current salary range for a full-time position is \$33,144 to \$47,280 per annum. On an annual basis, as need requires and budget permits, there will be additional teaching and supervisory assignments available to the appointee in order to establish the equivalent workload of a full-time position. Applicants must have a completed Ph.D. degree and have an active research and publication record.

The closing date for applications is July 15, 1989; all documentary material must have been received by that date.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta will try to facilitate spousal employment.

Applicants should forward the following materials:

1. A formal letter of application.
2. An indication of fields of current academic interests.
3. A detailed curriculum vitae.
4. Three letters of reference.

These materials should be directed to:

Dr. Eugene Romaniuk, Chair  
Department of Educational Psychology  
University of Alberta  
6th Floor Education North  
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment.



## UNIVERSITY OF SASKATCHEWAN DEAN OF NURSING

Applications and nominations are invited for the position of Dean of Nursing. The position will become vacant on August 1, 1989. The initial term of appointment is normally for five years and may be renewed by mutual agreement.

The University of Saskatchewan has approximately 17,000 full-time and part-time students registered in fourteen colleges and two schools. It has a well developed health sciences program and is the only University in Canada to have Colleges of Dentistry, Medicine, Nursing, Pharmacy, Veterinary Medicine, and a School of Physical Therapy. The University Hospital is also located on campus.

The College of Nursing was established as a school in 1938 and became a College on July 1, 1973. Two programs leading to the baccalaureate degree in nursing (B.S.N.) are offered: a four-year direct entry program and a post-R.N. program. A required program, with a pre-nursing year followed by a four-year B.S.N. program, will be implemented in 1990. The College also offers a graduate program leading to the Master of Nursing (M.N.) degree.

Enrolment in the College for 1988-89 was 285 full-time direct entry undergraduates, and approximately 80 post-R.N. students. Currently, the College has 26 full and 10 part-time faculty.

The successful applicant will have an established reputation as an academic scholar and teacher, and possess the necessary administrative experience and skills to provide leadership for the continuing development of the academic and research programs of the College.

Nominations and applications with complete résumés will be accepted until October 1, 1989 and should be submitted to:

Dr. B.R. Schnell  
Vice-President (Academic)  
University of Saskatchewan  
Saskatoon, Saskatchewan  
S7N 0W0



## UNIVERSITY OF OTTAWA

The Department of Civil Engineering of the University of Ottawa is seeking candidates for full faculty positions at the Assistant Professor level. The positions are one tenure track appointment and two term appointments for a period of one year, with a strong possibility of extending towards tenure track appointments.

A Ph.D. and a strong desire to carry out research in the field of Civil Engineering is a must. The successful candidates are expected to supervise graduate students and conduct research in one of the following disciplines:

- 1) Environmental Engineering
- 2) Structural Engineering
- 3) Water Resources Engineering

Teaching duties will include both undergraduate and graduate programmes. A working knowledge in both English and French is an asset.

In accordance with Canadian immigration regulations, however, Canadian citizens and permanent residents will be given higher priority.

Interested applicants are asked to direct their letter of application, curriculum vitae and names of three referees to:

Dr. H. Tanaka

Professor and Chairman  
Department of Civil Engineering  
University of Ottawa  
161 Louis Pasteur  
Ottawa, Ontario K1N 6N5  
Telephone: (613) 584-5730  
FAX: (613) 584-9360

## ÉCHANGE CANADO-SOVIÉTIQUE

L'Institut canadien pour la paix et la sécurité internationales a un nombre limité de places à combler en 1990 dans le cadre de son programme d'échange avec l'Institut des études canado-américaines de l'Académie des sciences de l'Union soviétique, et il invite les personnes que la chose intéresse à poser leur candidature. Les experts canadiens s'intéressant à la recherche et aux politiques soviétiques dans les domaines relevant du mandat de l'Institut (limitation des armements, désarmement, défense, règlement des conflits, et questions connexes) sont priés de présenter des propositions sur un voyage de recherche pouvant durer un mois au maximum. La connaissance du russe est un atout.

La date limite a été fixée au 30 juin 1989. On annoncera en septembre 1989 les noms des candidat(e)s retenus. Pour obtenir plus de détails sur la documentation et l'information à joindre à la demande, prière de s'adresser à:

Division de la Recherche  
Institut canadien pour la paix et la sécurité internationales  
360, rue Albert  
Bureau 900  
Ottawa (Ontario)  
K1R 7X1  
Tél.: (613) 990-1593  
Télécopieur: (613) 563-0894

## THE UNIVERSITY OF BRITISH COLUMBIA LIBRARY

### Head, Science Division

The Library requires a Head for the Science Division effective October 1, 1989. The Head is responsible for the organization, administration and operation of the Division, which includes the Mathematics Branch Library and the Library Patent Service (PATSCAN). The Head reports to the Assistant University Librarian for Public Services (Central Libraries).

The Science Division provides reference, information, and bibliographic services in the pure and applied sciences (engineering) excluding the biomedical sciences, forestry, and agriculture.

A graduate degree in Library Science, and an academic background in science or engineering are required. A graduate degree in science or engineering is desirable. Administrative ability, suitable professional experience, familiarity with faculty/library liaison, computer-assisted reference service, collection development, and library-use instruction, as well as a commitment to a responsive and innovative reference services, are essential. A reading knowledge of modern languages is valuable. Demonstrated leadership skills are required, including the ability to maintain and develop productive working relationships with colleagues, staff, and users.

Salary will be commensurate with qualifications and experience.

Applications for this position should be sent to:

Erik de Bruijn  
Assistant University Librarian  
Administrative Services  
Librarian's Office  
The Library  
The University of British Columbia  
1956 Main Mall  
Vancouver, B.C. V6T 1Y3

Closing date for this competition: July 14, 1989.

The University of British Columbia Library provides equal opportunity of employment to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada.

## MCGILL CANCER MOLECULAR GENETICS GROUP

The Cancer Centre at McGill University is undergoing a phase of growth and expansion and is now actively recruiting the third of three new scientists interested in research on the cancer problem at the basic level. The position is tenure track at the Assistant or Associate Professor level with no formal teaching requirements, and is fully supported with funds for equipment and space renovations. Salary will be commensurate with the qualifications and experience of the selected candidate, with the minimum for Assistant and Associate Professor set by the university at \$35,357 and \$41,205 respectively. Applicants with experience in the molecular genetics of animal cells should apply in writing, enclosing a complete CV with recent reprints or preprints, an outline of future research plans, and the names and addresses of three referees familiar with their research abilities, to: Dr. C.P. Stanners, Director, McGill Cancer Centre, 3655 Drummond St., Montreal, Quebec, Canada H3G 1Y6, by June 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



### QUEEN'S UNIVERSITY AT KINGSTON Electrical Engineering Department

Applicants are invited for an adjunct position at the Assistant Professor level, conducting advanced research in the area of digital communications for Mobile Radio, Satellite and Wire channels. The position is made available by the Department's participation in the Ontario Centre of Excellence in Communications and the Telecommunications Research Institute of Ontario (TRIO). Applicants must have, or be close to receiving, a Ph.D. degree and have a strong background in the research areas indicated. Membership, or eligibility for membership, in a Canadian professional engineering association is preferred. Men and women candidates are equally encouraged to apply. Send a curriculum vitae and names of references to: Dr. G.J.M. Aikens, Head, Department of Electrical Engineering, QUEEN'S UNIVERSITY AT KINGSTON, Kingston, Ontario, C7L 3N6. Please quote reference no. QT-6-89. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

### UNIVERSITY OF TORONTO CENTRE FOR RESEARCH IN NEURODEGENERATIVE DISEASES

Applications are invited for positions in a new neuroscience centre at the University of Toronto with emphasis on research into the etiology and mechanisms of neurodegenerative diseases. Ph.D.s or M.D.s at the Assistant, Associate or Full Professor level with expertise in molecular genetics, molecular biology and gene regulation are sought. Start up funds provided. Successful candidates must initiate independent and original research programs.

The Centre is located in the core of the University/Hospital complex in close proximity to more than 150 scientists with programs in molecular and neurobiology research. The University of Toronto encourages both men and women to apply for positions.

Enquiries and curriculum vitae should be directed to D.R. McLachlan, Faculty of Medicine, University of Toronto, Room 3318, Medical Sciences Building, 1 King's College Circle, Toronto, Canada, M5S 1A8. Application deadline: August 1, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

M<sup>re</sup> René Martel, avocat

Laurin, Laplante,  
Martel et associés  
avocats

64, rue Notre-Dame ouest,  
bureau 500,  
Montréal (Québec)  
H2Y 1S6  
Tél.: (514) 849-2301  
Fax: 514-849-2309



### VICTORIA UNIVERSITY

Nominations and applications are invited for the position of

#### Principal of Emmanuel College

The Principal exercises general supervision over the life and work of the College and is Chair and Chief Administrative Officer of the Council of Emmanuel College.

A candidate must be a member in good standing of The United Church of Canada, a Canadian citizen, and have a doctorate or the equivalent, in one of the disciplines in theological education.

Nominations and applications should include a statement of the individual's scholarly achievements and his or her administrative qualifications for appointment to the Principalship. A curriculum vitae should be included.

The Principal will take office for an initial term of five years beginning on July 1, 1990.

Nominations and applications must be submitted not later than August 31, 1989 to the Secretary of the Search Committee for the Principal of Emmanuel College, c/o the Office of the President, Victoria University, 73 Queen's Park Crescent, Toronto, Ontario M5S 1K7.

Brescia College is seeking candidates for the position of

#### CHAIR OR ACTING CHAIR OF THE DEPARTMENT OF HOME ECONOMICS

##### QUALIFICATIONS

PhD or equivalent in a discipline related to the interests of the department. At least one degree in Home Economics or Nutrition. Experience in academic, professional or government setting. Preference will be given to candidates with some university experience and evidence of a significant record of scholarship and administrative skills.

##### RESPONSIBILITY

To give academic leadership, manage the department and initiate further development of programs as necessary.

##### SALARY

Interested applicants should submit a curriculum vitae, official transcripts and names and addresses of three referees to:



Sr. Dolores Kuntz  
Principal and Dean  
Brescia College  
1255 Western Road  
London, Ontario, N6G 1H2

The appointment will commence on July 1, 1989 or at a date to be arranged.

Applications will be accepted until the position is filled.

In accordance with Canadian Employment and Immigration policy, priority will be given to Canadian citizens and permanent residents.



ZORYAN  
Institute of Canada Inc.

Candidates are sought for the position of Executive Director of the Zoryan Institute of Canada. The appointment will commence as of September 1989, or as soon as possible thereafter.

##### Qualifications:

PhD preferred, M.A. required in the Humanities or Social Sciences. Experience in administration, in academia and editorial management. Knowledge of Armenian language preferred. Research interest desirable.

##### Responsibilities:

1. Administrative/Finance
  - budget and finance development;
  - supervision of accounts, preparation of funding proposals including management of grants and quarterly financial reporting
  - staff management;
  - coordination of employee and volunteer base, maintenance of administrative and office procedures.
2. Project Development and Management
  - Conception, development, implementation and evaluation of projects/programs;
  - coordination of publishing activities
  - coordination of seminars, public lecture series and conferences
  - coordination of documentation/research projects
3. Public Relations
  - Liaison with the University/Community, other Research Institutes and the Community at large; Develop media relations.

##### Salary:

Will be commensurate with experience and qualifications. Employee benefits included.

Closing date for application: July 30, 1989.

Send letter of application together with curriculum vitae and the names of three references to Zoryan Institute of Canada, 101 Duncan Mill Road, Suite 300A, Don Mills, Ont. M3B 1Z2.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.



### ST. THOMAS UNIVERSITY

FREDERICTON, N.B.

Applications and Nominations are invited for the Position of

#### PRESIDENT

St. Thomas University is a church-related institution sponsored by the Roman Catholic Diocese of Saint John, N.B. It is federated with the University of New Brunswick with which it shares library and other academic and physical facilities. It instructs its own students, manages its own finances, and grants its own degrees in Arts, Education, and Social Work. Its full-time enrollment stands at 1350, and its full-time faculty numbers 70.

The president is the chief administrative and academic officer of the institution and is responsible for implementing the policies established by the Board of Governors, and for providing leadership and direction for the University.

The appointment is for a term of five years and is effective July 1, 1990. In appropriate circumstances the term can be renewed. The salary is negotiable.

Written applications or nominations, accompanied by a Curriculum Vitae and a statement of qualifications should be sent before November 1, 1989, to:

Franklin O. Leger, Q.C.,  
Secretary, Presidential Search Committee,  
P.O. Box 1324, Saint John, N.B. E2L 4H8



MOUNT ROYAL  
COLLEGE

#### PRESIDENT

Mount Royal College, established in 1910 in Calgary, Alberta, is one of Canada's most progressive and comprehensive community colleges. Mount Royal plays an integral part in the city's dynamic educational, business and cultural life and serves a vital role in responding to evolving community needs. Rising demand has increased enrollments to over 6,100 FTE in university transfer and career programs; 23,000 registrants in credit-free activities and 9,000 registrants in music and speech arts.

The vitality of the college and its staff is reflected in the recently completed \$73 million capital expansion and renovation project, as well as in new and expanded programs, including the introduction of co-operative education delivery.

Reporting to the Board of Governors, the President provides strong leadership in all academic, financial and community affairs, focusing on:

- encouraging a continued atmosphere of collegiality and excellence amongst all constituents;
- recommending and implementing college policies and administrative procedures;
- ensuring proper utilization of financial, human, programming and management of all College human resources.

Applicants or nominees must possess senior executive experience, together with appropriate educational or professional qualifications. This position requires applicants with vision and creativity, coupled with exemplary interpersonal, communication and participative management skills.

Applications and nominations should be submitted in strictest confidence to Mr. K. Darwin Park, CMC, Principal, Clarkson Gordon Associates, 1800 Esso Tower, Scotia Place, 10060 Jasper Avenue, Edmonton, Alberta T5J 3R8.

Calgary's Community College



## UNIVERSITY of GUELPH

### LEARNING RESOURCE SERVICES SUPERVISOR COUNSELLING AND STUDENT RESOURCE CENTRE

Reporting to the Co-ordinator, Program Development Unit, the incumbent is accountable for supporting the development and enhancement of learning skills that contribute to student success at university. The Supervisor will also act as a resource to the university with regard to the learning needs of students.

Requirements of the position include: At least a Master's degree in the areas of counselling, psychology, education or student services/development, with a focus on learning skills; a thorough and comprehensive knowledge of student development theory and learning needs; extensive knowledge and experience in training, evaluation and consultation. A doctorate in psychology or education is preferred.

Salary commensurate with education and experience.

Letters of application should be forwarded to **Employment Services and Training, University of Guelph, Guelph, Ontario, N1G 2W1.**

The University of Guelph is committed to Employment Equity.

### NATIVE STUDIES

UNIVERSITY COLLEGE OF CAPE BRETON — Department of Humanities. 1. Title: Assistant Professor (Micmac Studies). 2. Initial Appointment: July 1, 1989 — June 30, 1990. 3. Qualifications: M.A. or M.Ed. minimum, teaching experience, fluency in Micmac, knowledge of traditional and modern Micmac orthographies. 4. Duties: to teach introductory courses in Micmac language and the history and culture of the Micmac people; to develop a comprehensive program in Micmac studies. Applications including CV and the names and addresses of three referees should be sent to: Dr. Charles MacDonald, Chairman, Humanities Department, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 6L2. Closing Date: When position is filled.



### UNIVERSITY OF SASKATCHEWAN SSHRC Canadian Research Fellowships

The University of Saskatchewan invites applications for recent graduates in the humanities and social sciences for consideration for the 1990-91 Canadian Research Fellowship competition. Applicants with excellent credentials or potential for research in the disciplines listed below, and who are Canadian citizens or permanent residents are invited to apply.

Applications, which must be received by August 30th, should be forwarded to the Chairperson of the appropriate department (listed below), University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

Dr. S.P. Sharma  
Dr. H.S. Dommasch  
Dr. N. McCloskey  
Dr. R. Mevor  
Dr. C. Gerrard  
Dr. P.T. Millard  
Dr. C. Wittlin  
Dr. A.E. Ratz  
Dr. C.A. Kent  
Dr. R. Wedgewood  
Dr. F.L. Barron  
Dr. P. Mackenzie  
Dr. D.J. Heasman  
Dr. E.A. Clark  
Dr. B. Sinha  
Dr. R. Franko  
Dr. S. Bolaria

Anthropology & Archaeology  
Art and Art History  
Classics  
Drama  
Economics  
English  
French and Spanish  
Germanic Languages  
History  
Music  
Native Studies  
Philosophy  
Political Studies  
Psychology  
Religious Studies  
Slavic Studies  
Sociology

Candidates are invited to contact the Chairs for further information regarding Department research facilities and interests.

### PRESIDENT

Saint Thomas More College, a federated college in the University of Saskatchewan, invites applications and nominations for the office of President. The appointment date is 1 July, 1990. The appointment is for five years with possible renewal for a second term.

The President is responsible for leadership in academic and administrative matters. The candidate should have a record of administration, scholarship and teaching.

Saint Thomas More College is situated on the campus of the University of Saskatchewan. It has an enrollment of approximately 1100 students in the College of Arts and Sciences. The College teaches in the humanities and the social sciences. The disciplines taught in the humanities are Classics, English, French, History, Philosophy and Religious Studies. The disciplines taught in the social sciences are Economics, Political Studies, Psychology and Sociology.

The College was founded in 1936 by the Basilian Fathers. It is governed by a Board of Governors and a Corporation in which the faculty and students play a key role. It is dedicated to undergraduate teaching and to research.

Applications should be accompanied by a detailed curriculum vitae and supported by at least three referees. Applications and nominations should be sent in confidence by September 30, 1989 to:



Dr. E.J. McCullough  
Chairman  
Appointments Committee  
Saint Thomas More College  
1437 College Drive  
Saskatoon, Saskatchewan  
S7N 0W6

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Men and women are equally considered.



### UNIVERSITY OF WAIKATO Hamilton, New Zealand

#### LECTURER OR SENIOR LECTURER IN MARKETING

Applications are invited for a Lectureship or Senior Lectureship in Marketing within the Department of Management. The appointee will be required to undertake research and teach in Marketing, principally at the undergraduate level and will be part of an enthusiastic team teaching 2nd, 3rd and 4th year marketing courses. Teaching and research experience in consumer behaviour, international marketing and marketing strategy is sought. Opportunities exist for consulting and also for contributing to post experience courses for practical managers. Applicants should preferably have a PhD or be close to completion; however, consideration could be given to applicants willing and able to undertake doctoral study.

The Department of Management is a multi-disciplinary department with a staff of 25. Disciplines include business policy, marketing, business communication, organizational behaviour, and management science and information systems. This department together with the Department of Accounting & Finance and the Department of Economics makes up the School of Management Studies. The School offers a four-year undergraduate programme leading to the Bachelor of Management Studies, a master's programme and the research degrees of M.Phil and D.Phil.

The Current salary range for Lecturers is \$NZ35,000-\$NZ46,000 per annum and for Senior Lecturers \$NZ49,000-\$NZ63,000 per annum.

Information on the conditions of appointment and details of the method of application are available from The Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, England or the Academic Staff Register, University of Waikato, Private Bag, Hamilton, New Zealand; Fax 06471-80135, Telex NZ 61109, Electronic Mail: b.taylor@waikato.ac.nz (Internet). The reference is A897. Applications close on 14 July 1989.

The University welcomes applications from baltic people of any race, creed and marital status.

6,103,943



THAT'S  
HOW MANY  
CANADIANS  
ARE  
SWIMMERS

Way to go, Canada!



### NORTHERN TELECOM — NSERC WOMEN IN ENGINEERING CHAIR Faculty of Engineering University of New Brunswick Fredericton, New Brunswick, Canada

Applications are invited for the NORTHERN TELECOM — NSERC Women in Engineering Chair. Funding for the Chair has been provided by Northern-Telecom, the Natural Sciences and Engineering Research Council of Canada, and the University of New Brunswick.

The Chairholder is expected to undertake a research program and to be involved in teaching, providing a role model for women considering engineering as a career. As well the chairholder will have non-academic responsibilities concerned directly with the development of programs to support and enhance women's enrolment including liaison with secondary schools and professional and interest groups to encourage and ensure female students' full participation in professional activities.

It is therefore essential that an applicant for this Chair be a woman engineer with a doctorate degree, preferably in or related to one of the core areas presently offered at UNB, namely, Chemical, Civil, Electrical, Mechanical and Surveying Engineering.

Depending on the area of expertise, the Chairholder will be assigned to the appropriate academic Department within the Faculty of Engineering at a salary and rank appropriate to qualifications and will report directly to the Dean for the non-academic duties. UNB Engineering is known for teaching, research and graduate studies, and has an enrolment of 1200 undergraduate and 250 graduate students. The Faculty has attracted considerable external research funding. UNB thus provides ideal conditions for young faculty members in Engineering.

All qualified candidates are urged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents in Canada. The appointment will be made effective September 1, 1989 or by mutual agreement between the successful applicant and the University. The University of New Brunswick is committed to the principle of employment equity.

Applicants are requested to submit a curriculum vitae and a proposal outlining their research interests, and to arrange for three referees to send a letter of reference directly to:



Dr. F.R. Wilson, P.Eng.  
Dean of Engineering  
University of New Brunswick  
P.O. Box 4400  
Fredericton, N.B. E3B 5A3

Telephone: (506) 453-4570

Fax: (506) 453-3568

UNIVERSITY OF NEW BRUNSWICK



# Positions Available / Postes vacants

## ACCOUNTING

**ATHABASCA UNIVERSITY.** Lecturer in Accounting. A lecturer in Accounting is required to assist in the development and delivery of introductory and intermediate level courses in accounting. The person appointed will hold an MBA with specialization in accounting, be holding a BSc and a professional designation will also be considered. Athabasca University's Faculty of Administrative Studies is Canada's leading provider of open and distance education in the business field. It has annual course registrations of 5,300 and an enrollment in accounting related courses of 2,000. A person appointed will be the fifth member of a successful team of academic staff in the accounting/finance area. The salary scale for a Lecturer is currently \$28,143 to \$35,609 per annum (effective July 1, 1989). This is a tenure-track position, in accordance with Employment and Immigration Canada requirements, this advertisement is directed primarily at Canadian citizens and those holding undated immigrant status in Canada. Letters of application (including the names of three referees and a full vitae) should be sent to Human Resources, Athabasca University, Box 10,000, Athabasca, AB, T0G 2R0, Canada.

**UNIVERSITY OF WATERLOO.** Business Administration. Accounting. Applications are invited for a tenure-track position from those with teaching and research interests in (1) financial accounting, (2) financial management accounting and information systems, (3) auditing, (4) taxation, Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1990 or by arrangement. Appointments exceeding 1000 hours will be filled. Send resumes to Dr. J.R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to regulatory approval. It is the intention of the University of Waterloo to fill its vacancies with Canadian citizens and to appoint as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

## ANATOMY

**CANADIAN MEDICAL CHIROPRATIC COLLEGE.** Department of Anatomy. Applications are invited for a full-time permanent position at the rank of Assistant Professor to commence August 1, 1989. The successful candidate will be expected to teach in the area of anatomy to persons with experience in Anatomy. The successful applicant will be expected to teach in the area of Gross Anatomy and Neuroanatomy and to develop a related program of research. Preference will be given to candidates with clinically related, teaching experience. Starting salary will be in the range of \$30,000 to \$35,000. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Applications including curriculum vitae and the names of three referees should be sent to Dr. H.S. Inoué, Director, Division of Biological Sciences, Canadian Memorial Chiropractic College, 1500 Bayview Avenue, Toronto, Ontario, M4G 3E8.

## BIOCHEMISTRY/ BIOTECHNOLOGY

**McGILL UNIVERSITY.** Research associate/assistant professor. Degree required: Ph.D. in Biochemistry or Biotechnology. Starting Salary \$35,000. Experience: At least 6 years after Ph.D. with continuing research experience. This is an interdisciplinary research position requiring a candidate with

simultaneous demonstrated research experience and publication or patents in at least one of the following areas: Molecular structures and functions of hemoglobin and other oxygen carrying pigments; modified hemoglobin for blood substitutes; immobilization of enzymes by covalent linkage and by microencapsulation; biomedically applications of immobilized enzymes as bioreactors; immobilized multi-enzyme systems; cell and/or recycling; covalent linkage technology for enzymes. Applicant must demonstrate research ability in both basic research and applied research. Only Canadian or landed immigrant to Canada need apply for this position. Applicants should send C.V. and 2 letters of reference to Director, Artificial Cells and Organs Research Centre, McGill University, 3655 Drummond Street, Room 1026, Montreal, Quebec, Canada H3G 1Y6.

## BIOCHEMISTRY MICROBIOLOGY

**UNIVERSITY OF VICTORIA.** Postdoctoral and Research Associate Positions, now available in the Department of Biochemistry and Microbiology, University of Victoria to work in the structure and evolution of archaeobacterial membrane proteins and their role in the environment. The successful candidate will have experience in gene cloning and DNA sequencing and molecular cloning, and will be able to work with archaeobacteria and their ribosomes. Postdoctoral salary set by NSERC guidelines while Research Associate salary will be based on experience. Send CV and two references to: Dr. J. D. Smith, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1800, Victoria, British Columbia, V8W 2Y2, Canada, prior to July 15th, 1989. Canadian Immigration regulations apply. Salary and benefits to assess applicants for Canadian citizens and permanent residents of Canada before sending applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

## BIOLOGICAL SCIENCES

**BROCK UNIVERSITY.** Postdoctoral fellow in insect behaviour. A recent Ph.D. graduate in entomology, ecology, entomology or a related field is sought to collaborate on research in insect behaviour in field crickets. Research includes field work and studies on behaviour and studies of sexual selection. Responsibilities include assisting in supervision of graduate and undergraduate students, and some undergraduate teaching. The initial appointment is for one year and renewable. Interview time is February 1989. Send curriculum vitae including the names, addresses and telephone numbers of 3 referees by July 15, 1989 to: Dr. William H. Cade, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

## BIOLOGY

**QUEEN'S UNIVERSITY.** Department of Biology. A Research Technician position is available in the study of the genetics and molecular biology of macronutrient absorption and assimilation in plants and yeast. Candidates must have a B.Sc. in Molecular Biology (or related field) and be formally trained in recombinant DNA technology and plant physiology with research experience in yeast surrogate genetics. Demonstrated proficiency is needed in the selection of mutant plants and yeasts, plant tissue culture, nutrient analysis in plants, and Western and Southern blotting of plant samples. Salary commensurate with experience. Applicants should send

a Curriculum vitae, official transcript, and three letters of reference to: Dr. D.D. Leleux, Biology Department, Queen's University, Kingston, Ontario, Canada K7L 3N6. Closing date: July 9, 1989. Canadian citizens and landed immigrants are encouraged to apply. If either sex are encouraged to apply in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF PRINCE EDWARD ISLAND.** Department of Biology. Applications are invited for a limited term position in the first instance, at the Assistant Professor Level. Applicants holding a Ph.D. in Biology and demonstrating a strong commitment to undergraduate teaching and with research interests in cytology, microbiology and genetics are preferred. This appointment is subject to budgetary approval and salary will be on the basis of qualifications and experience. Applications, including a curriculum vitae, summary of teaching experience and a brief outline of research interests, should be sent to Professor Gerald Guigay, Chairperson, Department of Biology, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P5. Applicants must arrange for 3 letters of reference to be sent directly from referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application will be received until July 30, 1989.

## BUSINESS

**THE UNIVERSITY OF ALBERTA.** Faculty of Business. Applications are invited for a full-time tenure-track faculty position from those with teaching and research interests in all fields of Business. The successful candidate should have a Ph.D. and be a Canadian citizen or permanent resident. Salary and benefits to assess applicants for Canadian citizens and permanent residents of Canada before sending applications from other persons. The University of Alberta offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

## BUSINESS ADMINISTRATION & COMMERCE

**CONCORDIA UNIVERSITY.** The Department of Finance at Concordia University invites applications for tenure-track and visiting positions at the rank of Lecturer, Associate and Full Professors. Areas of Finance will be considered. Teaching of undergraduate, MBA, M.Sc. and doctoral levels. Very strong research orientation. Terminal degrees for all ranks. Will consider advanced ABAs at Assistant Professor rank. Higher ranks require demonstrated evidence of research productivity. Faculty involvement in executive development programs and continuing education programs with industry are encouraged. Opportunity to join a highly productive and financially secure faculty and benefit from a very competitive. Applications are also invited for limited-term appointments at the rank of Lecturer. At least an M.A. with relevant work experience is required. In accordance with the Canadian Immigration regulations, this advertisement is directed to Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact M. Anvari, Ph.D., Professor and Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, Montreal, Quebec, H3G 1M6 (514) 348-7792 or 348-2768.

**THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON.** Faculty of Administration invites applications in Accounting, Finance, Human Resource Management, Information Systems, Organizational Theory and Business and Society. Quantitative Methods. Qualified persons for track positions in all disciplines to Ph.D. completion or near completion in appropriate disciplines. Rank is generally

Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an M.A. degree. Persons with tenure positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1989 or January 1, 1990 are convenient. Successful candidates will teach in BBA, MBA and MPA programs and carry out research in their disciplines. Salary is competitive at all levels. (Some positions are subject to budgetary allocation). Submit curriculum vitae and names and addresses of three referees to: Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

## CERAMICS

**UNIVERSITY OF ALBERTA.** Faculty of Fine Arts. The Department of Sculpture, Ceramics and Fibres invites applications for the following position commencing with the 1989-1990 academic year. Lecturer rank. Ceramics, one year limited term appointment. The successful candidate will be responsible for teaching and graduate teaching experience. The position involves teaching courses at all levels of the university. The position is well as participating in administrative activities of the department. An MFA or equivalent or equivalent work experience and evidence of previous effective University/College level teaching experience and a minimum of 3 years of work experience in teaching and demanding undergraduate and graduate curriculum are all central to this position. The position commences September 1, 1989. Salary is commensurate with qualifications and experience. Applications including curriculum vitae, the names of three referees, and a curriculum vitae (and student work if available in slide form) should be sent to: Chair, Search Committee, Department of Sculpture, Ceramics & Fibres, Concordia University, VA Building, Room 262, 3950 Prince of Wales, Montreal, Quebec H3G 1M6. Deadline for receipt of applications is August 1, 1989. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents.

## CHEMISTRY

**UNIVERSITY OF ALBERTA.** Research Associate in Analytical Chemistry. Research interactions with DNA. The person sought should possess a Ph.D. in Biophysical chemistry or chemistry specialized in this area and have experience in the following: DNA sequencing, the study of drug sequence selectivity by footprinting procedures, and experience in the handling of DNA and DNA biotechnology and the handling of radioisotopes. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range, depending on qualifications and experience, \$21,000 to \$27,000 per annum. Applications should be sent by July 31, 1989 to C.V. and to at least two letters of recommendation to: Dr. William Lowe, Department of Chemistry, University of Alberta, Edmonton, AB, T6G 2G2. The University of Alberta is committed to the principle of equity in employment.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Chemistry. Applications are invited for the position of Postdoctoral Fellow/Research Associate. Experience in ab initio quantum chemistry beyond HF is essential. The successful candidate will commence October 1, 1989. Salary Range: Salary will be \$1800 to \$2200 per month depending on qualifications and experience. In ac-

cordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Applicants should send a curriculum vitae including computerized resumes and two letters of reference to Professor D.P. Chong, Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, British Columbia V6T 1Y6. First address: USERDEL@UBCMCTM. UBC Chemistry Fax No. (604)228-2847. Closing date for applications is July 10, 1989.

**THE UNIVERSITY OF AUCKLAND.** Lectureship in Analytical Chemistry. Applicants should have a PhD or equivalent qualification. Department of Chemistry has strengths in Environmental Chemistry and seeks to build strengths in other areas of Analytical Chemistry, applicants with interests in any area of Analytical Chemistry will be considered. An ability to interact with local industrial and professional interests would be an advantage. Provision exists for an employee to be appointed as Senior Lectureship level. The successful applicant will be required to teach at undergraduate and graduate levels, and pursue and supervise research in an appropriate field of analytical chemistry. The position will be established within the range: \$24,000 - \$57,000 (Senior Lecturer). Conditions of Appointment and Method of Appointment are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag 920, Auckland, New Zealand. Forwarded as soon as possible but not later than the closing date 30 June 1989. The University of Auckland is an Equal Employment Opportunity Employer.

**CARLETON UNIVERSITY.** The Department of Chemistry invites applications for the position of a senior organic chemist at the associate or full professor level. The successful candidate will include teaching undergraduate courses such as History of Chemistry, Professional Perspectives and Clothing Construction. The ability to develop and maintain an active research program is expected. Rank and salary according to qualifications. Interested applicants should submit a curriculum vitae, old transcripts and names and addresses of three referees to: Dr. P.M. Giovannetti, President, Carleton University, Department of Home Economics, Bessie College, 1255 Western Road, London, Ontario, N6A 1H2. In accordance with Canadian Employment and Immigration policy, this notice is directed to Canadian citizens and permanent residents.

**YORK UNIVERSITY.** Faculty of Science. Department of Chemistry. Research Technicians. To conduct measurements of atmospheric pollutants and laboratory experiments in atmospheric photochemistry and kinetics. Required: B.Sc. degree and experience in chromatographic measurements of atmospheric pollutants, including peroxyacyl nitrate, carbonyl compounds, and hydrocarbons, and in laboratory techniques for study of atmospheric reaction kinetics and mechanisms, also experience in computer-assisted data analysis. Applications should include organizational, analytical, and communication skills. Applications, including resume, academic transcripts, and names of three referees should be sent to: Dr. P.B. Shepson, Department of Chemistry, Faculty of Science, York University, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity including affirmative action for women.

**UNIVERSITY OF TORONTO.** Department of Chemistry. Postdoctoral Research Position. In the Department of Chemistry, qualified candidates for one-year appointments as Postdoctoral Research Fellows in any area of Chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to: Dr. J. D. Smith, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

## CLOTHING & TEXTILES

**UNIVERSITY OF ALBERTA.** Assistant Professor in the Department of Clothing and Textiles, University of Alberta. Responsibilities include: teaching undergraduate and graduate courses and conducting research in social science aspects of clothing and textiles and one other clothing-related area; advising graduate students' research; and other departmental duties as required. The salary range for this position is \$33,144 to \$47,280 per annum. Ph.D. required, with a minimum of 3 years of postgraduate experience. The successful candidate must meet immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send letter of application, addressing qualifications and experience, to: Dr. S. M. Duggan, Dean, Faculty of Home Economics, 115 Home Economics Building, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. Applications are invited for a full-time position commencing September 1, 1989. Dr. S. M. Duggan, Dean, Faculty of Home Economics, 115 Home Economics Building, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. Applications are invited for a full-time position commencing September 1, 1989. Dr. S. M. Duggan, Dean, Faculty of Home Economics, 115 Home Economics Building, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. Applications are invited for a full-time position commencing September 1, 1989. Dr. S. M. Duggan, Dean, Faculty of Home Economics, 115 Home Economics Building, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. Applications are invited for a full-time position commencing September 1, 1989. Dr. S. M. 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Assistant Registrar,  
Departments, University of  
Auckland, Auckland, New Zealand.

**HISPANISQUES**  
MONTREAL. Etudes  
d'un(e) professeur(e) d'ad-  
mission à l'Université de  
Montréal, en littérature  
française, durant la période  
de l'indépendance. Fonc-  
tion sur trois cycles; en-  
seignement; direction de  
thèses et recherche. Ex-  
périence: Ph.D. en litté-  
rature française, recherche,  
activités et maîtrise de la  
langue française. S'adres-  
ser à: Jeanne Lefebvre,  
secrét. Entrée en fonc-  
tion 1990. Les candidatures  
pour le programme de  
publications et trais-  
tées avant le 15 août 1989,  
à: Université, Ch. C. 812,  
Montréal, Québec, H3C  
3J7. Les candidatures  
sur exigences prescrites  
pour l'emploi au Canada,  
s'adresser aux citoyens

indépendante. Une  
aux trois cycles;  
étudiants; direction  
thèse de recherche.  
ou Ph.D. en littérature  
périences d'enseigne-  
recherche; publications dans  
écrits et maîtrise de la  
s. Traitement: Selon la  
active. Entrée en fonc-  
1990. Les candidats  
leur curriculum vitae,  
publications et trois le-  
te avant le 15 août 1989.  
arménigédo. Chef de la  
s hispaniques, Départe-  
mentales et modernes,  
contrôl, C.P. 6128, suc-  
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applications for a tenure in the food microbiology assistant or associate professor positions should have a strong interest in and be motivated by recognized academic and professional goals. Applicants should include general food or food microbiology at the graduate level in their curriculum vitae. The successful applicant will have the work in a multidisciplinary area and should be prepared to teach in the academic and industrial. Salary is commensurate with qualifications. Send full curriculum vitae and references to the Chair, Food Science, University of Guelph, Ontario, Canada. All applications subject to final approval and commences 00. Deadline for applications is 1989. Inquiries to: Canadian Immigration advertisement is Canadian citizens and permanent residents. The University is committed to Equity.

potential candidates will be able to participate in the organization and teaching of the program semester, approx. 40 applications, including resumes and letters of recommendation, should be forwarded to: Brian Rahn, Chairperson, of Romance Languages, St. Mary's University, P.O. Box 4569, St. Mary's, MB, S9B 5G3. Deadline for receipt of applications is 30 days prior to the application deadline in accordance with Canadian requirements, thus advertised to Canadian citizens and residents. St. Thomas is an equal opportunity employer.

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